

Local Government Service

8

AUGUST, 1931

Vol. XIV

O-ORDINATION & IMPROVEMENT

By C. KENT WRIGHT, B.A.,

TOWN CLERK, STOKE NEWINGTON

ring the past thirty or forty years, however, the nature of Town Clerk's work has changed considerably, for the reason that the nature of local government has itself changed. The main concern of the town council is no longer maintenance of law and order among the local inhabitants, the policing of the city or the repair of its highways. The perpetual necessities continue to exist and to demand attention, but the real centre of gravity has shifted to the body of social services which the local authority is called to provide. Public health in all its branches, education, town-planning, maternity and child welfare, safety and mental deficiency, public utilities and transport—these are the functions which dominate modern government, and it is these questions which demand the attention of the leading official of the county borough or city council. Poor law has now been added to their duties.

W. A. ROBSON, *The Development of Local Government*.

It is a commonplace that within recent years the scope and diversity of the work which has been thrust upon the local authorities have enormously increased. It is doubtful whether scrutiny of the administrative machine and the attempts to co-ordinate the various new duties which have been placed upon local authorities have been commensurate with this tremendous increase in their responsibilities. Instances of the need for co-ordination in the work of a local authority are not far to seek. In some cases there may be a definite conflict between several committees. For example, the Highways and the Parks Committee may each own certain land which is capable of development, and may disagree as to which committee is to carry out such development. There is the so-called "friendly rivalry" (which is sometimes a somer) between the Gas and the Electricity Committees. Or again, there is the case of the Public Health and the Housing Committees whose duties, particularly in the administration of the Housing Acts, are frequently inter-departmental, and in the absence of definite co-ordination, may sometimes overlap.

A well-worn example of *lack* of co-ordination is the (? apocryphal) story of the Town Clerk who, in the first place, instructed to negotiate for the purchase of a certain plot of land for the purpose of his council's electricity undertaking, was subsequently informed that his Housing Committee had its eye on the site which they intended to acquire for a housing scheme, and, mentioning this to his Borough Engineer, was ggered by the crushing retort: "Oh! but I'm going to build a road through there!"

Ideally, of course, the council itself should fulfil the function of co-ordinator between all its committees. In practice, however, it cannot adequately do so, partly because of the limitations of time at its disposal, partly because it is not in possession of sufficiently detailed particulars, and partly because of the unwisdom of airing in public any radical difference between two or more of its committees.

Committees themselves are often the most vigorous opponents of co-ordination as they feel that their rights and responsibilities are being infringed and they may lose a certain amount of status as the result.

In general it is much more satisfactory to amalgamate and weld together the work of committees than to subdivide. To create one committee or one official who is responsible for certain class of work is infinitely preferable to

Writing on the essays that were submitted in response to the offer of a prize of five guineas, Sir Arthur Robinson, G.C.B., C.B.E., Permanent Secretary of the Ministry of Health, states that the competition produced several essays of considerable merit. He awarded the prize to Mr. C. Kent Wright, Town Clerk, Stoke Newington, for his essay entitled "The Existing Arrangements for Co-ordinating the Different Branches of the Work of a Local Government Authority, and what, if any, Improvements could be Made," and commented the following for their contributions: Mr. W. J. Hunt, Chichester; Mr. L. W. Hulen, Birmingham; Mr. A. Paterson, Glasgow; Mr. J. R. Cockfield, Worthington.

having several committees of officials each separately responsible and whose interests very often conflict. In one authority, for example, there existed at one time a Parks Superintendent, a Cemetery Superintendent, and a Sports Superintendent, and it was only after considerable effort that these three posts were welded into one.

Government departments are often themselves responsible for the multiplicity of committees owing to their having inserted in Acts of Parliament provisions to the effect that, e.g., the local authority shall appoint an *ad hoc* committee instead of giving the local authority an opportunity of co-ordinating the work of various committees who are concerned in carrying out the particular function or duty (e.g., Housing and Maternity and Child Welfare Committees). The careless drafting of Standing Orders also gives rise to a great deal of avoidable work.

In one authority, for instance, it is the duty of one committee to pass a resolution that a housing scheme shall be prepared, of another committee to prepare the scheme, and of a third to carry it out. Delegations to different committees should be as clear-cut as possible.

The Local Government Act, 1929, has given local authorities an opportunity to establish a special Co-ordination Committee to deal with Poor Law and normal health services, although as a fact most authorities have merely appointed a special *ad hoc* committee to deal with the Poor Law functions instead of welding together and amalgamating all the health services under the supervision of one committee.

Such, then, is a very brief and exiguous outline of some of the problems relating to co-ordination by which local authorities are faced.

How are they resolved?

EXISTING ARRANGEMENTS

There are four principal ways in which co-ordination is at present effected between the committees of local authorities:—

(1) The Finance Committee of each authority has an oversight (although not a veto) on the finance of spending committees. Each committee generally draws up and discusses its own estimates in detail and then passes them on to the Finance Committee and finally to the whole council for approval.

The following Standing Order relating to the sanction of new proposals involving expenditure

is in force in one large county borough and the Standing Orders of most large local authorities contain some analogous provision:—

"No committee shall incur any capital expenditure or recommend an application to a Government Department for borrowing powers without first submitting a detailed report to the Finance Committee, stating the annual charge for interest and sinking fund and other annual expenditure which will be involved and the probable income (if any) which will accrue from the proposed capital outlay. The Finance Committee shall present the same to the Council (after consultation with the Chairman or other representative of the committee whose expenditure is in question), with such statements and observations as it may deem necessary or desirable, including all necessary information with regard to existing borrowing powers, and the expenditure shall not be incurred until approved and authorised by the Council."

(2) Certain of the officials, notably the Town Clerk and the Financial Officer, have cognizance of the work of all the committees. The Town Clerk's Department fulfils the function (*inter alia*) of acting as a kind of secretariat of the council as a whole. The Town Clerk himself acts as a liaison officer between the other chief officers of the council. When any particular work is to be carried out either by a member of the council or by one of the departments of the council, the Town Clerk, as a matter of course after the resolution in respect of such work has been adopted, writes to the council member or to the chief officer of the department concerned reminding him of the work which he has been



MR. C. KENT WRIGHT, B.A.

requested to perform. In this connection several Town Clerks have found the use of charts and diagrams extremely valuable in order to see at a glance the stage at which the scheme effecting several departments of the council has reached. The use of such charts and diagrams as a co-ordinating factor has by no means been fully exploited. The Financial Officer has similarly from a different aspect a bird's-eye view of the work of the local authority, since, as Mr. Montagu Cox has well said, although Finance is not necessarily the governing factor in all transactions, there are but few in which it is not both the warp and the woof of the fabric.

(3) A further co-ordinating factor occurs through members of the local authority being members of several committees, with the result that when a proposal comes before a committee affecting the work of some other committee it is usually found that members of that committee are present and can represent their views.

(4) Ultimately, as has been said, the council itself must be regarded as the supreme co-ordinating authority, and must settle any disputes and differences which may arise between any of its constituent parts.

The four co-ordinating factors above enumerated are by no means fully adequate to deal with the problem of co-ordination of the work of local authorities as it exists at present.

In the remaining part of this essay reference will be made to certain improvements which could be effected in co-ordinating the different branches of work of a local authority. In most cases these cannot fairly come within the category of "existing arrangements" because they have only been "tried out" by a few pioneer councils and are therefore properly included in the second portion of this essay.

It is proposed to deal with such improvements under four principal headings:—

- (i) Co-ordination between committees.
- (ii) The organisation of departments.
- (iii) Co-operation of officials.
- (iv) Office machinery as a co-ordinating factor.

CO-ORDINATION

One of the four main suggestions made by Mr. E. D. Simon at the conclusion of his admirable and constructive book, *A City Council from Within*, was that there should be a standing committee on "Co-ordination and Control," with the duty of allocating duties to the various committees and of recommending new committees to take up new duties. The committee should have power to take evidence from any member and officials of the Corporation. The Town Clerk to act as secretary. This should be the most important committee of the council.*

The suggestion has been carried into practice not only in Manchester, but in several large local authorities—with excellent results.

Such a committee might well commence its investigations by addressing a questionnaire to the various departments of the local authority and, if it thinks fit, by requesting the attendance before it of the chief officials of the various departments and of the chairmen of the committees concerned. Among the subjects which might be included in such questionnaire are the following :

(1) What system of administrative control is in existence and how do different sections function together? (Illustrate by separate chart or diagram, showing official designation of controlling positions, with name of official holding such, and numbers in each subordinate group.)

(2) What system of departmental organisation is there relative to the allocation and supervision of the duties of the various employees?

Where foremen are employed, show how they are selected, to what extent they are responsible, and the method of staff supervision.

(3) What properties are under the control of the department? State particulars of those situated within ten miles radius of the Town Hall and on what terms held. Indicate on a plan the position of these properties and state for what purpose they are held and used.

Classify as under:—

(e) Occupied for departmental purposes other than (c).

CO-ORDINATION AND IMPROVEMENT

(Continued)

(b) Occupied by tenant or empty.

(c) Used as depots or stores.

(4) Where local depots are used as stores, what system is employed in replenishing such stores (i.e., direct purchase or from central depot), and what check is kept on standard quantity to be held?

(5) Does the department co-operate with other departments in purchasing stores?

(6) State departmental number of vehicles with descriptions and the purpose for which used.

(7) Are any vehicles hired by the department, and if so, how many and for what purpose?

(a) Self-propelled vehicles: (i) petrol, (ii) steam, (iii) electric.

(b) Horse-drawn vehicles.

(c) Horses.

8. Are any vehicles of the foregoing types borrowed or loaned by or to other departments?

FINANCIAL CONTROL

The Lancashire County Council set up in February, 1930, a Special Committee to inquire into various matters relating to the duties and salaries of officials and staffs of the County Council. In May, 1931, this committee submitted a report to the council in which they stated that throughout their investigations they had been impressed with the fact that the remuneration, numbers and duties of the officials and staffs could not be considered apart from the policy and expenditure of the County Council as a whole and were unanimous as to the necessity of a co-ordinated policy for all the county's services. Without presuming to suggest that there should be any curtailment or alteration of the functions and powers of the Finance Committee, the committee was of the opinion that, under the present system, there was scope for improvement in the principle and policy upon which the vast expenditure of the county council in those days was prompted and guided.

The Finance Committee had the responsibility imposed upon them by statute to regulate and control the finance of the county and an order for the payment of a sum out of the County Fund, whether on account of capital or income, could not be made by the County Council except in pursuance of a resolution of the council passed on the recommendation of the Finance Committee, and any costs, debt or liability exceeding £50 could not be incurred except upon a resolution of the council based on an estimate submitted by the Finance Committee.

It followed that, in effect, the Finance Committee had a veto on county expenditure, but nevertheless, their duties did not necessarily extend to inquiry into the relative importance of, or immediate necessity for, the expenditure of money proposed by the respective committees of the council. Indeed, any such inquiry by the Finance Committee might have been regarded by the committees concerned as an encroachment upon their prerogatives.

It appeared, therefore, in the view of the committee that the county council should seriously consider the establishment of a procedure under which all proposed expenditure of the county council could be reviewed by an independent committee, whose duty would be to ensure as far as possible that the policy of the county council, in relation to its varied powers, obligations and functions, was co-ordinated and guided by proper consideration of necessity, urgency and commitments authorised or likely to be authorised throughout the whole and wide field of the operations of the county council.

The committee, therefore, on careful consideration, recommended that the county council should set up a new committee, to be called the "Co-ordination Committee," to which should be delegated certain defined duties, including those hitherto discharged by the Committee of Chairmen, and that the Committee of Chairmen should no longer be elected.**

The committee further recommended that the Co-ordination Committee should deal with any

matter or question in connection with which more than one of the Standing Committees were, or were likely to be, concerned, and further, should consider any question of principle and policy which they thought proper to consider and which had relation to any matter within the province of the County Council and submitted representations thereon to the Finance Committee.

The powers delegated to the Co-ordination Committee were to be (*inter-alia*):—

(a) To consider and decide any matter or question in which more than one of the Standing Committees of the county council were, or were likely to be, concerned, and in the event of any such matter or question coming before a Standing Committee in the first instance, the Standing Committee would refer it to the Co-ordination Committee, and the question whether or not any such matter or question was involved in connection with any subject matter with which a Standing Committee had to deal should be decided by the Co-ordination Committee.

(b) To consider any question of principle and policy relating to any matter within the province of the county council, and particularly to scrutinise comparatively the annual estimates of county expenditure submitted by the respective departments, and to make representations thereon to the Finance Committee.

Another experiment in co-ordination was made two years ago, when the Middlesex County Council appointed a committee to deal specially with the acquisition of land for county purposes generally. It has been a widespread and painful experience of local authorities that when publicity, which is not easily avoided in the case of a public body, is given to a proposal to purchase land, such land has a distinct tendency to appreciate in value. One of the reasons for the appointment of the Acquisition of Land Committee by the Middlesex County Council was the desire to avoid this publicity as far as possible and thereby to effect economies in expenditure. At the same time, the method afforded a ready means of expediting negotiations, through the power given to the committee to purchase land, not exceeding a specified value, without the necessity of going through the formal procedure of making separate recommendations to the County Council and receiving approval.

ESTATE MANAGEMENT

After a good trial the committee has been able to report that advantage has accrued as a result of this co-ordination of the work of various committees as regards land purchase by centralising it in one committee specially appointed for the purpose. Some of the committees not only require to purchase land, but have on their hands surplus land which has to be supervised and eventually disposed of. Perhaps the most conspicuous instance is that of the Highway Committee which has the control of extensive frontage lands and houses and of re-housing sites. All the properties of this and other committees impose a great variety of duties of an estate management category and the Land Acquisition Committee has come to the conclusion that co-ordination is required as regards not only the purchase of land but also the estate supervision and disposal of surplus property.

It is proposed that this co-ordination should be effected by the establishment of an estates department under the control of the committee, which would be designated the "Estates Committee," and the duties of which would be extended to deal with surplus property by way of sale, letting or development and generally to supervise and administer properties entrusted to the care of the department.

As a third example of the "terms of reference" to a Co-ordinating Committee there may be cited a resolution which was passed by the Liverpool City Council in November, 1930.

"CO-ORDINATION (SPECIAL)"

Resolved.—That, with the view of securing better co-ordination between the Standing Committees of the council and the various branches of the Municipal Service, a Special Committee, to be called the "Co-ordination Committee," be appointed which shall consider and decide all matters or questions or principle and policy connected with the various activities

**A City Council from Within*, p. 191.

of the Corporation in which more than one of the Standing Committees of the Council are, or are likely to be, concerned, and in the event of any such matter or question coming before a Standing Committee, in the first instance the Standing Committee shall refer it to this Special Committee, and the question whether or not any principle or policy is involved in connection with any subject matter with which a Standing Committee has to deal, shall be decided by this Special Committee; and also to deal with any matters arising out of the Scheme of Consolidation of War Bonus and Grading Scheme of Salaries approved by the Council on January, 1924."

From the instances which have been cited it is evident that there are various ways of grappling with the problem of co-ordination and that each authority must adopt such methods as are best suited to its own special needs and problems.

It would appear, however, that some advantage might be gained from a co-ordinator among co-ordinators; in other words, there might profitably be organised in this country, whose system of local government is, or we are frequently told, the admiration of the world, some equivalent to the Municipal Research Bureau which has been started in the United States of America. The headquarters of this Bureau are perhaps a little incongruously in Chicago, and its objects are the collation from existing research agencies and technical experts of particulars on all questions relating to local government and the dissemination of such particulars to local authorities. It has been aptly described as a "Public Administrators' Clearing House."

DEPARTMENTAL ORGANISATION

The principle of collective buying, which is old-established in Government departments of this country and has gradually extended to railways and large public companies, has received inadequate consideration from municipal authorities.

There exists at present among local authorities a divergence in practice with regard to the purchase of stores. Some councils open their tenders from contractors in committee where the Press is admitted. Others, while naming the successful tender and the price accepted, which is reported to the council in due course for confirmation, do not disclose the price per article. Remarkable economies might in some cases be effected if an officer were to be given discretion to make "spot" purchases.

In the words of Mr. Arthur Collins, "Buying is an art, and provided a monopoly is avoided at all costs, rigid adherence to public tender is not always best."

The co-ordination of the purchasing plans for dealing with the local authorities' requirements does not necessarily entail the establishment of a General Store. It is sufficient in many cases to provide that to one officer of the corporation should be entrusted the settlement of a contract for the purchase of all coal; that another officer, such as the Electrical Engineer, should purchase all electric globes and electric fittings, and so forth.

CO-ORDINATION AND IMPROVEMENT

(Continued)

Several large local authorities have already established a central purchasing committee. The following recommendations show the procedure adopted by one county borough for the establishment of such a committee and the methods of its working:-

(a) That a Central Purchasing Committee shall be instituted, which committee shall be small in numbers and be assisted by an advisory panel of Chief Officials. This committee shall have power to purchase either by tender or otherwise, subject to the approval of the Chairman of the Committee principally interested in the commodity concerned.

(b) That the procedure shall be that each committee will advise the Central Purchasing Committee of its requirements of the selected materials, together with a specification of the same, stating the places of delivery and the time in which delivery must be completed. The Central Purchasing Committee will invite and accept tenders and quotations, advising each committee concerned, who will place their orders direct with the manufacturers or suppliers of the materials, and be responsible for the materials being delivered when and where required in accordance with the order and specification. On the order being completed satisfactorily, the committee concerned will advise the Central Purchasing Committee, and will also advise them with as much anticipation as possible should there be any likelihood of an order being exceeded or not fully required.

Assuming for the moment that the authority has control of such diverse services as roads, gas, public health, police, education, tramways, housing and parks and open spaces, there would be, in spite of the diversity of interests, many items which, for ordinary maintenance, would be common to all. On the other hand, there would be some items, unknown possibly to some, but economically utilisable by several, and still others which would be peculiar to one service only. The duties of the administrative staff would consist in standardising the requirements as far as possible, classifying in commercial categories, and by reason of their specialised knowledge of markets and other conditions, obtaining the best terms possible, having regard at the same time to all the rules and regulations of the main authority.

CORPORATION PROPERTIES

In the past there has been striking lack of co-ordination in respect of the purchase control and disposal (when no longer required for local authorities' purposes) of the council's properties. Many committees have carried into practice with excessive literalness the precept "Let not thy right hand know what thy left hand doeth." As a result, some committees who have wanted sites for particular purposes have had to purchase

them in the open market or to exercise compulsory powers for their acquisition, when, if proper co-ordination had existed, it might have been found that another committee had actually for disposal a site which might have been suitable for their purpose.

To effect co-ordination in this respect it is desirable that a Corporate Estate Book should be kept in which all properties of the local authority should be entered in detail. Further, that when any properties are definitely available for disposal each Standing Committee should be periodically supplied with a current list together with a plan of such properties for disposal, and that if no Standing Committee desires to utilise any such properties they should be offered for sale and not retained by the local authority.

DEPOTS

The institution of a central department to avoid the multiplication of special departments (e.g., in such matters as the building of depots for highways and cleansing and housing estates departments) has often been found of great value.

TRANSPORT

One of the most important points in regard to the handling of goods transport is the place from which the bulk of this work is performed. In most cases the transport is housed where its maximum work originates, and this results in reduced dead mileage and frequently enables vehicles to be loaded ready for work outside their running hours, which would not obtain if transport were centralised. The control and supervision of men not directly responsible to those employing them would be much more difficult and less effective than under direct authority.

It is the practice in most large local authorities for each department requiring transport to acquire and maintain sufficient for minimum requirements only and to hire additional transport only as the occasion arises.

In practice, however, the "pooling" of vehicles has not been found to be economical, as the outlay incurred in the provision of additional vehicles required and the annual cost of maintaining and running these vehicles would be considerably more expensive than the cost of hiring them from outside contractors when they are required.

In some local authorities, however, it should be possible to introduce some organisation whereby the goods transport of any one department, if available, might be employed by another department. To effect this all departments having vehicles available should be instructed to notify one particular department of such fact, and other departments requiring goods transport should inquire of that department whether any other corporation transport was available before effecting any hiring.

In this connection it might be mentioned that it has been found by many local authorities both practicable and economical to establish a system for the centralisation of repairs to vehicles.

(To be continued)

BRANCH PUBLICATIONS

June publications include *The Municipalist*, published on behalf of the Bath branch of Nalgo by Miss Nesta Lapham, a never-tiring worker on her colleagues' behalf. The issue received is the second of the series, and its form attractive.

For July, an excellent type of branch magazine which has come to our notice is *Our Mag*, the organ of the Coventry Branch of Nalgo. Sixteen pages of letterpress are given to branch news and articles from members' pens.

Much care is necessarily exercised in the preparation of *The Journal*, issued by the Chesterfield Municipal Officers' Guild. Like its forerunners, this publication provides a useful outlet for local wit, but at the same time there is much in its twenty pages indicative of branch activity.

Then there is *The Wheel*, an attractively produced journal issued by the Wallasey Branch of Nalgo. Here is something more than an outlet for cheap witticisms. There is contributed in the June issue a full delegate's report of Conference and an invigorating message by Mr. L. Hill, the General Secretary, dealing with the rise of Nalgo and Nalgo's pedigree.

LIBRARY SERVICE

Subscribers to Messrs. Boots Book-lovers' Library under the special terms available to N.A.L.G.O. members are reminded that a new subscription year commenced on August 1 and if they have not already renewed their subscriptions they should do so at once. The necessary form can be obtained from the Branch Secretary or Headquarters. In the year just ended nearly 6,000 members took advantage of the special terms.

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LANCASHIRE OFFICERS

The Lancashire County Branch of the National Association of Local Government Officers has issued to its members a year book which contains information on all activities of the branch, together with details of the Thrift section, Departmental Committees, and Free Maintenance and Treatment Contributory Schemes for the Preston and County of Lancaster Queen Victoria Royal Infirmary.

The Twentieth Abstract of Labour Statistics of the United Kingdom (H.M. Stationery Office, price 3s. 6d. net), has recently been published. Within the limits of 200 pages, this Abstract provides in compact form a comprehensive summary of official statistics relating to labour matters in Great Britain and Northern Ireland.

(Continued at foot of column 2)

THAT 5-GUINEA ARTICLE

BY THE EDITOR.

TWENTY-THREE articles were received in response to the announcement in our April and May issues. The general character of the contributions does not warrant the publication of any one of the articles submitted, nor of the award of Five Guineas, the sum that was offered as a prize on the publication of the best contribution.

The majority of the competitors do not comply with the conditions announced. Several contributions are of less than 150 words; others are a string of anecdotes, a form that cannot be described as a "new feature." These are the relatively innocent attempts at literary composition which fail, not on the score of their quality, but on the ground that their authors gave inadequate regard to the conditions which governed entrance to the competition. They may be compared to the spoilt papers which emerge when the returning officer orders the unsealing of the ballot box.

THE ENGLISH LANGUAGE

Other papers were more ambitious, and they call for criticism. In several cases a course is followed which, on publication, might excite hostility among the elected persons whom the readers of this journal directly serve. It is a cheap form of humour to suggest that the men and women who compose the local government authorities in this country speak in terms which betray gross ignorance of our language. As a general rule, the quality of speech at the representative town council meeting is quite as good as the English that is heard across the dinner table in the time-worn house of any cathedral close, or in the lecture halls of universities. Modes of enunciation may vary, but the choice of words bears comparison; and it is by the words chosen, not by the manner which affects their utterance, that a speaker's value is appraised. By any other standard neither Demosthenes nor Edmund Burke would be remembered.

Nine of the competitors endeavoured to write dialogue—that difficult form of literary presentation; and in eight cases, the elected person who figures in the sketch either drops his aitches, says "ain't" or is portrayed as an advocate of free beer or the abolition of rates.

Two papers stand out above all the rest. They may serve as the occasion for the statement of the principles by which the Editor's decision was governed. That one which embodies most ideas and is most humorous is marred by a fatal defect—it is written as a series of texts and as a parody of Scriptural language. Among our readers there are men and women who would be shocked by the publication of an essay which, constructed in a form adopted by the higher literature of every faith, nevertheless embraced a copious supply of slang. But for this lapse

of good taste, the prize would have been awarded to the author of this contribution. It must remain the rule, however, that while religious opinion is a proper subject for criticism like every other body of ideas, faith and spiritual belief cannot be made a field for jesting and hilarity.

Next in order of merit was a paper of about a thousand words, sent by a lady in a Scottish office. Its form was ingenious—a running commentary on the work of the department on each day of the week, with the author's reflections on some of the many visitors who pass through the portals of that building. To ask for standards to which only practised writers can attain would be unreasonable, but here is an aspect of contact between life and local government which might have been turned to excellent account. The diary begins with an account of the aversion which Monday morning excites in the local government officer. Were the idea to gain currency that local government officers have a desire that each week-end shall be extended indefinitely, that would, indeed, be a matter for regret. The jibe that they compose a sheltered and protected industry would then be more difficult to meet. Certain able editors of "large circulations" would not fail to turn the admission to the propagandist advantage of an economy campaign.

Several of the ladies and gentlemen whose manuscripts were read with embarrassing care, regard intoxication as a legitimate cause for merriment, and it would almost appear by the frequency with which the inebriate enters our competition that an inordinate taste for alcoholic liquor affects every person who seeks information at a Town Hall. There are more kinds of intemperance than one and it is unlikely that sobriety is a monopoly on one side of an inquiry counter. Only the skilful comedy writers depict intoxication without exciting pity and disgust. A young writer had best avoid the mode until, after trial with many models, he gains the power to invoke the regret which arises in the presence of human folly.

The construction of new literary features is a matter of difficulty. The forms by which ideas can be presented or the delineation of character be conveyed, are now, perhaps, almost exhausted. But there should be no difficulty in ascertaining the true quality of pure humour, or in placing its essence on the written page. It would not be amiss, therefore, if our contributors whose manuscripts have now been returned were to look back for guidance, reading Swift for satire and Laurence Sterne for the necessary antidote of kindness which laughs gently while it rebukes; or, for our own time, Mr. H. G. Wells, whose *Mr. Polly* so perfectly accords with the robust hilarity of English humour, beefy, large in the body and fond of horseplay.



LOCAL GOVERNMENT TERMS TRAVESTIED:
"The Finance Committee"

NATIONAL EXECUTIVE COUNCIL

PROCEEDINGS OF JULY MEETING

COMPENSATION PROVISIONS—BRANCH ORGANISATION—N.A.L.G.O. HOLIDAY HOMES—UNEMPLOYMENT INSURANCE

THE July meeting of the Executive Council of the National Association of Local Government Officers was held at headquarters, 4 Abingdon Street, S.W.1, on Saturday, July 18. Mr. A. P. Johnson, as chairman of the Council, presiding. There were present:—

Mr. S. Lord, President of the Association; Mr. E. W. B. Abbott, Mr. A. G. M. Archibald, Mr. W. Armitage, Mr. W. G. Auger, Mr. J. T. Baker, Mr. H. Begg, Mr. G. Bolton, Mr. G. C. Brown, Mr. G. C. Cant, Mr. Chastor, Mr. G. W. Coster, Mr. F. R. Finch, Mr. T. Freeman, Mr. J. E. Gell, Mr. F. A. Gibbs, Mr. F. W. Greenhalgh, Mr. D. L. Griffiths, Mr. G. Llewellyn, Mr. W. E. Lloyd, Mr. Parker Morris, Mr. H. S. Newton, Mr. A. D. Ogden, Mr. A. Pinches, Mr. C. A. W. Roberts, Mr. J. W. Singleton, Mr. J. H. Stone, Mr. W. H. Shimnerah, Mr. J. W. Wilkinson, Mr. F. J. Willett, Dr. A. Wotherspoon, Mrs. G. Frank. The officers in attendance were Mr. L. Hill, General Secretary; Mr. J. Adams, Legal Secretary; and Mr. W. P. Fox, Chief Organising Secretary.

The meeting was informed by the President of the regretted death of Mr. Allan Battersby, who was known to many in connection with his work on Poor Law, particularly at Nottingham. The Executive stood in silent tribute.

A welcome was extended to Mr. Gibbs, Mr. Ogden and Mr. Imrie, new members of the Executive, and the President tendered congratulations to Mr. Roberts upon the signal honour which Mrs. Roberts had received at the

hands of His Majesty the King. Mrs. Roberts was awarded the M.B.E. in the last Honours List.

Mr. Roberts was asked to convey to his wife the expression of the Executive.

The Executive decided, upon the motion submitted by Mr. S. Lord, to affiliate with the International Union of Local Authorities. It was reported that associations and groups concerned with matters relating to local government affairs, and which, either on account of their functions or their studies, were interested in the activities of local authorities, were entitled to become associate members. It was left to the Finance Committee to decide the question of a contribution to the Union. It was reported that an invitation had been received from the Sanitary Inspectors' Association for Nalgo to be represented at the forthcoming Conference of the former organisation. It was agreed that the President and the General Secretary should attend.

Upon the motion of Mr. Lord, consideration of the report of the special committee appointed to review the administrative machinery and the organisation of the Association's staff was adjourned.

The reports of the several standing committees were then submitted.

Legal Secretary had an interview with Sir Cyril Hurcomb, Permanent Secretary to the Ministry, who, whilst not committing himself, had stated that the Ministry did not object to most of the Association's proposals, although several points would have to be considered further. Provisions relating to transferred officers had been discussed with the three railway unions and copies of the amendments proposed on behalf of the Association and the railway unions respectively had been exchanged.

The committee had considered the Town and Country Planning Bill which it was thought might adversely affect a number of members of the Association who were employed on town planning work of local authorities. Sub-clause (2) of Clause 2 provided that an urban or rural district council may, by agreement, relinquish in favour of the county council, any of its functions under the Bill. That clause made some provision for compensation, but in the Bill as introduced there was no provision for the compensation of officers who might be adversely affected in the case of the constitution of joint committees under either Clause 3 or 4. Representations were made by the Association to the Ministry of Health, and an amendment to Sub-clause (2) of Clause 2 was agreed, which although not entirely satisfactory, went a considerable way towards meeting the objections of the Association, but the Department would not agree to the insertion of any compensation provisions in Clauses 3 and 4. During the course of subsequent debate in Parliament the Solicitor-General undertook that an amendment should be brought up on Report for dealing with the officers who would be affected by Clause 2 by applying the provisions of the Local Government Act, 1929, relating to transfer, compensation and superannuation. Upon Clause 3 an amendment had been moved by Mr. Isaac Foot to provide that the compensation provisions of the Local Government Act should apply in the case of any officer who, in consequence of the constitution of a joint committee, suffered any direct pecuniary loss. The Minister of Health intimated that he was prepared to widen the undertaking previously given, and subsequently a compensation clause, which was very satisfactory, was added to the Bill.

The Committee had had under consideration the Local Government (Clerks) Bill, which had passed the House of Lords and had been introduced into the Commons. Amendments had been proposed by the Association which would provide that the deputies and staff appointed by the County Council to assist the Clerk of the Council in carrying out his duties as such shall hold office upon the terms on which they were appointed by the Council, instead of during the pleasure of the Council. The General Secretary, the Legal Secretary and the Association's Solicitor had had an interview with the Clerk of the County of Middlesex and Mr. S. M. Johnson, Secretary of the County Council's Association, when they were informed that the Ministry of Health still objected to the amendments proposed by Nalgo, chiefly on the ground that the Bill only concerned one section of the staffs of County Councils, and that it would give the members of that section a different tenure of office from that obtaining in other sections. The position had been discussed with Dr. I. G. Gibbon, principal Assistant Secretary to the Ministry of Health, and Mr. E. J. Maude, the Ministry's Solicitor. The representatives of the Ministry intimated that although they agreed with the principle that officers of local authorities ought not to hold office "during the pleasure" of the appointing authority, they objected very strongly to the proposed amendments on the ground that it was being sought to alter the tenure of office of only a section of the staffs of county councils and that legislation of such a piecemeal character was undesirable. The Committee was of the opinion that no further steps should be taken to secure

BENEVOLENT AND ORPHAN FUND

REPORTING upon the proceedings of its meeting on July 17, the Benevolent and Orphan Fund Committee informed the Executive that Mr. H. S. Newton had been appointed Chairman and Mr. M. O. McAuliffe Vice-chairman of the committee for the year 1931-32. Mr. G. Rhodes, a member of the committee, had undergone an operation on his eyes. That member was progressing satisfactorily and a suitable letter had been sent to him wishing him speedy and complete recovery. Having regard to the fact that at the final annual general meeting of the National Poor Law Officers' Association it was decided, subject to the approval of the N.E.C., that the three jewels belonging to its Benevolent and Orphan Fund should be presented to Mr. J. J. Simpson (the oldest Past-president), Mr. F. W. Greenhalgh (the President, 1929-30) and Mr. H. H. Miller (President, 1930-31) it was

recommended that the required approval be given. The committee had considered the advisability of instructing branches to forward their purses for the Purse Session at Conference to Head Office at least one week before Conference, on the understanding that the amounts subscribed by the branches should be treated as strictly confidential and had decided in favour of this arrangement. Upon consideration of a request from the Eastern Regional Committee for the amendment of Rule 17 to permit a branch to transfer its right of representation on the Committee or to the Branch next in order of qualification when the former branch already had a representative, an amended rule embodying the proposed alteration had been drawn up for submission to the Annual Conference, 1932.

The report of the Benevolent and Orphan Fund Committee was approved.

LAW AND PARLIAMENTARY

THE Law and Parliamentary Committee reported that at its meeting on July 17 it had elected Mr. Parker Morris to be Chairman and Mr. D. L. Griffiths to be Vice-chairman of the committee for the year 1931-32. It had been reported to the committee that a female officer of the Hull Corporation had recently lost her life in a lift accident at the Guildhall and had left a dependant daughter, aged twenty-one. Counsel's opinion on the question of liability of the Hull Corporation under either the Fatal Accidents Act or the Workmen's Compensation Act had been obtained. As any action against the Corporation under the Fatal Accidents Act had to be commenced before June 6, the chairman of the committee had given authority for this opinion to be obtained. Counsel advised against a claim being made under the Fatal Accidents Act and that the daughter should prefer a claim as a partial dependant against the Corporation under the Workmen's Compensation Act. As a result of negotiations between the local solicitors and the Corporation, the sum of £175 had been offered in settlement and accepted. An action for libel against a north-country daily newspaper for publication of incorrect statements alleged to

have been made by a member of the Easington Branch was heard at Durham Assizes before Mr. Justice Finlay and a special jury who decided in favour of the member and awarded £10 damages. The D.O.S. had received a letter from the member in which he had expressed his appreciation of the assistance given him by the Association. The Glamorgan Branch had asked the Association to take proceedings on behalf of a member who, whilst carrying out his duties as School Attendance Officer under the Glamorgan County Council, had on several occasions been threatened and abused by the parents of a child about whom he had been making inquiries. Following precedent, the Chairman of the committee gave authority for a local solicitor to be instructed to take proceedings. The summonses were heard at Port Talbot Police Court, where the justices found the cases proved and bound defendants over in the sum of £10 and ordered them to pay costs.

Reporting upon the passage of the London Passenger Transport Bill, the Law and Parliamentary Committee intimated that a petition had been lodged against the Bill on behalf of the Association. The Association's solicitor and the

the amendments of the Bill. They would inform the Clerks of the Peace Society and the County Council's Association of their decision, at the same time asking them to give all the support they could to the Association in the event of it being found possible to introduce a Bill with the object of improving the tenure of office of all officers of local authorities who now hold office during the pleasure of the appointing authority.

The Committee reported that on its introduction, the Middlesex C.C. Bill, which empowered the County Council to become the main sewerage authority for the county, contained no provisions to safeguard the interests of the officers who would be affected and that at the request of the Council's solicitor the Legal Secretary had submitted draft clauses to protect the interests of the officers concerned, with certain "minor" amendments the clauses submitted had been included in the Bill. Reports were also submitted upon the East Elloe Joint Water Provisional Order, in which, as the result of representations made by the Association, the words "hold office upon the terms upon which he was appointed by the Joint Board" had been substituted for the words "be removable by the Joint Board at their pleasure," and the Edinburgh Corporation Provisional Order, 1931, which seriously affected the Registrars in the City. Amendments to safeguard the interests of the officers concerned had been submitted by the Association and accepted by the promoters.

It was reported that a member of the Port of London Branch had met with an accident as a result of which one of his legs had to be amputated. He had been receiving from the Port of London Authority a weekly compensation under

the Workmen's Compensation Act of 30s. together with a superannuation allowance of £137 10s. per annum, and now desired to have the weekly compensation commuted for the lump sum. He had been offered £500. The Association had advised the member to accept £700 and the offer of the authority had been increased to this amount. Compensation appeals by sixteen transferred offices under the Local Government Act, 1929, had been drafted at Headquarters for submission to the Ministry of Health. The following statement shows the results of the appeals:—

Compensating Authority	Transferred Poor Law Officers.		Increase
	Comp'n. Granted	Comp'n. Awarded on Appeal	
Norwich Corp.	£ s. d.	£ s. d.	
Warwickshire C.C.	3 0 5	10 16 7	7 16 2
Flintshire C.C.	9 13 2	13 13 8	4 0 6
Staffordshire C.C.	6 1 2	8 11 1	2 9 11
Norfolk C.C.	61 16 0	84 16 0	23 0 0
Cambridgeshire C.C.	4 10 0	8 10 0	4 0 0
West Bromwich, B'ham and Smethwick Corp's and Worcs. C.C.		Authorities failed to agree	
Ditto		227 10 0	
Hackney B.C.	70 7 6	148 19 2	78 11 8
Glamorgan C.C.	Nil	21 1 11	21 1 11
W. Hartlepool Corp's and Durham C.C.			
Cornwall C.C.	12 0 3	36 2 2	24 1 11
Wilts. C.C.	64 0 2	87 17 3	23 17 1
Canterbury Corp'n	28 4 5	41 5 0	13 0 7
Wiltshire C.C.	106 3 4	145 2 3	38 18 11
Transferred Road Officer Glamorgan C.C.	Nil	54 8 3	54 8 3

The report of the Law and Parliamentary Committee was approved.

SERVICE CONDITIONS AND ORGANISATION

IT was reported on behalf of the Service Conditions and Organisation Committee that at its meeting the previous day Mr. F. Marsden had been elected chairman and Mr. J. W. Wilkinson vice-chairman of the committee for the ensuing year. The following sub-committees had been appointed to facilitate the work of this committee: Standing Joint Committee: Messrs. Lord, Johnson, Marsden, Lloyd, Auger, Baker, Bolton, Gee, Pinches, Singleton, Whinnerah, Wilkinson, Willett, and Dr. Wotherspoon. General Organisation Sub-committee: Messrs. Lord, Johnson, Marsden, Lloyd, Archibald, Armitage, Auger, Gee, Pinches, Roberts, Scarlett, Singleton, Wilkinson and Willett (the terms of reference to this sub-committee were extended to include the reference to the National Consolidated Scale Special Sub-committee). Sports Sub-committee: Messrs. Lord, Johnson, Marsden, Lloyd, Auger, Baker, Pinches. Nalgo Croyde Bay Holiday Camp Sub-committee: Messrs. Lord, Johnson, Marsden, Lloyd, Auger, Baker, Bolton and Gibbs.

The reference from the annual conference "that the N.E.C. be instructed to consider the question of the increase of the number of elective members of the Council" had, the Committee's report stated, been referred to the General Organisation Sub-committee for consideration and report. After consideration of the reference from Conference as to the necessary amendment of Rule 55, which reads: "... a local government officer may only be a member through the branch for his or her particular local area; and that only one branch may be formed from the officers of any particular local authority . . ." the Committee had decided to endorse the existing principle. A report by the General Secretary embodied the following proposals which had been approved by the Committee and which were to be issued in circular to branches:—

- (a) That each member should obtain membership through the branch covering the Local Authority by which he is employed. The annual subscription should be paid to this branch and be included in the membership returns to Headquarters.
- (b) That branches which have scattered members in the geographical area of the branch should organise these members into sub-branches, allowing each sub-branch to have full scope on everything connected with Na'g's, excepting negotiations with

the employing authority on service conditions and, for this purpose, give them adequate representation on the Executive Committee of the Branch.

- (c) In the event of the members in these areas not being numerically strong enough to have a sub-branch, they should be organised by the branch and if desired attached by mutual agreement to the local branch of Nalgo in the area where they are working for every other purpose than service conditions.
- (d) That the sub-branch or the ordinary branch of Nalgo to which members may be attached as suggested in Nos (b) and (c) should be allowed a proportion of the subscription which remains for local purposes on a basis to be agreed between the branch and the sub-branch or the branch to which they are attached.

Upon Rule 9, i.e., Scale of Subscriptions, Conference had directed "that the N.E.C. be instructed to introduce a scale of subscription at the rate of 5s. per annum for officers whose salaries from local government appointments do not exceed £52 per annum." An amendment of rules consistent with this proposal had been drafted for submission to the annual Conference, 1932, and the date upon which the new subscription shall operate was June 1. The N.E.C. in approving this recommendation in substance fixed the date for the introduction of the new scale at May 1, 1931.

The Nalgo Croyde Bay Holiday Camp Sub-committee had reported to the committee that a prize of £5 5s. had been offered in competition for the words of a Camp Song and that on the approval of such words a further prize of £5 5s. would be offered in competition for the music. The committee had authorised the General Secretary to arrange for a pictorial poster in colour suitable for prominent display in the various local government departments throughout the country. Particulars were submitted to the committee of numerous properties in North Wales for possible use as holiday homes. The question had been deferred for the time being, members of the N.E.C. in the North-western and North Wales areas being asked to make inquiries regarding a boarding school near the coast.

A case had been brought to the notice of the committee in which an applicant for a position

of an Officer had received a communication from a member of a local authority addressed to him on notepaper of a political organisation. The purpose of the letter was to ask the candidate to attend at the offices of the organisation in order to meet the writer and his colleagues prior to interview by the Committee of the Council. This and other aspects of the case had been considered and it was resolved that the committee deprecates any particular party or section of a local authority interviewing candidates for appointments and advises candidates for appointments to refuse any invitations for interview except with the appointing committee of the local authority.

A communication was considered relative to advertised vacancies in cases where salaries were not specified. Instead, the candidates were invited to state the salary required. "It seems to us," the informer wrote, "that from the point of view of the local government service it is most undesirable that candidates for any position should be in effect invited to bid against one another in this way." The Committee had passed a resolution deprecating the issue of advertisements of vacancies where the salary was not specified and deciding to enter protests in all cases where such action was desired.

It had been reported to the committee that at a meeting of the Standing Conference of Joint Councils for Local Authorities' Administrative, Technical and Clerical Services a resolution had been passed accepting the principle of the Lancashire and Cheshire scheme, Public Assistance Staffs, and recommending the National Joint Council for Non-trading Services (manual workers) and the Standing Joint Conference for Staffs to take the steps necessary to apply the scheme throughout the several provincial areas.

At the request of the Committee the General Secretary had submitted a report as to the difference between the present practice of inviting tenders for printing and that recommended by the Metropolitan District Committee, that is, from those firms only on the list of Trade Union houses. It appeared, the General Secretary reported, that the proposal to ask for tenders only from firms "on the list of Trade Union houses" made quite definite what in the present custom of the Association was only implied, the Association having in the past included a clause in all printing contracts which imposed an obligation upon contractors "to pay the minimum standard rates of wages and to observe the recognised hours and conditions of labour." The committee recommended that tenders for printing should be invited only from those firms on the list of Trade Union houses, and the N.E.C. concurred.

A special committee consisting of Messrs. Marsden, Pinches, Singleton and Wilkinson had been appointed to consider several matters appertaining to the publication of the Nalgo Holiday Guide.

The committee further reported that the Chairman and Vice-chairman had been requested to prepare a Memorandum of Evidence for submission to the Royal Commission on Unemployment Insurance, advocating the exception of Local Government officers from Unemployment Insurance on the lines suggested in Recommendation 1, 2 and 3 of the report submitted to the meeting by the General Secretary.

Since the last meeting of the committee twenty applications for retired membership of the Association had been submitted under Rule 4. During a period of seventeen weeks, from March 9 to July 4 branches had been registered at Solihull (West Midland District), Swanscombe (South-eastern District), Hereford City (West Midland District), Horsham and District (South-eastern District), and County of Cardigan (South Wales). The aggregate commencing membership of these new branches was 131.

The committee tendered to Miss E. Gaukroger and Messrs. A. F. Hutt and D. B. Lowe its thanks for their valuable services in connection with the improvement of the Journal. As the Official Journal Special Committee had completed its reference, it had not, therefore, been re-appointed.

The report of proceedings of the Service Conditions and Organisation Committee was approved.

EDUCATION

ON behalf of the Education Committee a report of the proceedings of the previous day's meeting was submitted to the Council. It was announced that Mr. E. W. B. Abbott and Mr. J. Chaston had been appointed Chairman and Vice-chairman respectively of the committee for the year 1931-32. It had been reported to the committee that the Chairman had considered twenty-seven applications for exemption from the Association's Preliminary Examination, and that exemption had been granted in every case except one. In a letter to the committee, Miss Florence Moore, the holder of the Sister Tutor scholarship awarded for 1930-31, stated that she had just completed the course at Kings College and had passed the Final Examination, obtaining first class marks in Bacteriology and Biology. "The course has been most enjoyable and interesting," she wrote, "and will, I know, be of great use to me in my future work." This officer had obtained a post of Sister Tutor at her former training school—Booth Hall infirmary, Manchester. Six nurses entered for the 1931 Scholarship, the examination for which was held on May 9 by the College of Nursing. The highest placed candidate had not attained a standard suitable to warrant the award of the scholarship and the committee would communicate with branches who have subscribed towards the

scholarship, asking if their donation could be held for the 1932 Scholarship.

The result of the Nalgo examinations were laid before the committee. Centres were held in London, Weston-super-Mare, Todmorden, Workington, Exeter, Lincoln, Sunderland, Truro, Southampton, Wakefield, Eastbourne, Leicester, Burton-on-Trent, Manchester, Bristol, Swindon, Pontypridd, Hull and Glasgow. In the Preliminary Grade, of the 120 candidates who took the examination, thirty-six passed, in the Intermediate thirty-nine candidates sat, sixteen passing and in the Final seven candidates sat and six passed. The Education Officer for London reported to the committee that arrangements were made at Fulham, Queens' Road and Westminster Commercial Institutes for candidates for the Nalgo Examinations. The committee had appointed Messrs. Abbott, Begg, Brown, Chaston, Finch, Johnson, Lloyd, Marsden, McAuliffe and Roberts, members of the Education General Sub-committee for the year 1931-32. Messrs. Abbott, Chaston, Imrie, Johnson, Lloyd, Marsden, Pinches, Roberts, Willett and Mrs. G. Franks were similarly appointed to serve upon the Nalgo Correspondence Institute Sub-committee. Messrs. Abbott, Chaston and Roberts were appointed Examination Assessors.

The report of the Education Committee was approved.

PROVIDENT SOCIETY

THE Nalgo Provident Society Committee of Management had had before it a letter from the Registrar of Friendly Societies regarding the maximum amount of insurance which a member may legally effect for the payment of funeral expenses, the Registrar regarding £25 as a liberal allowance. The Secretary had pointed out that the restriction regarding the amount of benefit applied to the wives or husbands of members and not to the members themselves as the society had power to insure the life of a member up to £300 (plus profits). To this the Registrar had replied that the restriction only applied to an assurance by a member or the payment to him of a sum to cover funeral expenses on the death of his wife. A member could assure his own life for any sum up to £300. Rule 11 could be amended to provide an assurance on a member's own life up to that limit in addition to its present use. In view of the decision of the Registrar the committee resolved that no further action be taken to give effect to the suggestion of the Annual General Meeting to extend the Death Benefit Scheme in order that members could provide a larger payment at death than £20. A statement was submitted showing that out of approximately 1,100 members, 700 had agreed to transfer their policies to Logomia. The committee had also under consideration a reference from the Annual Meeting to consider increasing the rate of interest credited to the Rest Fund and Deposit Account. The Secretary had pointed out that the difference between the amount of interest received from the Society's investments and the amount credited to the members' own accounts was needed to meet the expenses of

management, as the management fee paid by each member is insufficient. He had also pointed out that the present rate of 3 per cent. was quite good, having regard to the fact that deposits could be withdrawn at very short notice and they could be used to provide sickness benefit, should member's Rest Fund become exhausted. He was also of opinion that it was not in the interests of the Society that members should be offered a special inducement to deposit large sums with the Society, as this would enable them to remain on the funds for very long periods whilst ill, to the disadvantage of those members who could only afford to pay the ordinary monthly contribution.

The committee had therefore decided to take no action in connection with the suggestion of the Annual Meeting.

The Nalgo Approved Society had informed the Provident Society that, having regard to the fact that the average weekly expenditure for patients treated at Nalgo House was £3 1s. 4d., excluding capital expenditure, the Provident Society were asked to make a grant of £100 per annum as from January 1, 1931, in addition to the charge of £2 2s. per week paid for maintenance of members of the Provident Section. The Committee had agreed to make the grant in accordance with the request of the Approved Society. The committee had resolved that Mrs. Franks and Messrs. Armitage, Willett, Auger and Finch should be elected honorary members of the society during their period of membership of the N.E.C.

The report of the Provident Society Committee of Management was approved.

FINANCE AND GENERAL PURPOSES

THE report of the Finance and General Purposes Committee announced the re-election as Chairman of Mr. F. J. Willett and the election of Mr. A. Pinches, Vice-chairman of the Committee for the ensuing year. The committee had invited the following to serve upon the Establishment and General Purposes sub-committee: Messrs. Abbott, Archibald, Coster, Johnson, Lloyd, Marsden, Morris, Pinches, Whinnerah, Willett and Mrs. Franks. The following were elected to serve upon the Accounts Sub-committee: Messrs. Auger, Baker, Finch, Johnson, Lloyd, Lord, Marsden, Ogden and Pinches. Consideration had been given to a request from the Metropolitan District Committee for the provision of office accommodation for use by the London County Council Branch, and for assistance to enable the branch to pursue a more

active propaganda amongst transferred Poor Law officers. The question of office accommodation

AN AUTUMN CRUISE

On October 2, the Canadian Pacific liner *Empress of Australia* will leave Southampton on a three-weeks' cruise to the Mediterranean. An interesting itinerary has been arranged. Visits will be made to Ceuta, Palma, Ajaccio, Susa, Monte Carlo, Barcelona, Algiers, Casablanca, etc. The *Empress of Australia*—a 22,000-ton oil-burning vessel, popularly known as the "Dreamship of Cruises"—is famous the world over for her steadiness and comfort. Particulars from the Cruise Dept., Canadian Pacific, 62-65 Charing Cross, London, S.W.

was referred to a special sub-committee with power to act.

Mr. A. A. Garrard, the Associations representative on the National Council of Social Service, the President of which was Captain the Rt. Hon. E. A. Fitzroy, P.C., M.P., Speaker of the House of Commons, had submitted his annual report. During the year, Mr. Garrard stated, he had had opportunities of discussing with the officials of the Society the special part which, in his opinion, Nalgo could play in aiding the work of the voluntary organisations in social services. He had suggested the desirability of a closer co-operation between the great association, representing the mass of local government officers, and the large body of voluntary workers engaged in the task of social service. The committee had passed a special vote of thanks to Mr. Garrard for his service on the Council.

The report of the Finance and General Purposes Committee was approved.

POOR LAW TRANSFERRED OFFICERS

AT the meeting of the Poor Law Transferred Officers' Committee, held the previous day, a report of which was submitted to the council, Sir Tom Percival was appointed Chairman and Mr. G. W. Coster, Vice-chairman.

The South Shields Corporation on October 21, 1930, reduced the ration allowances of the transferred Poor Law officers employed in the Harton Institution, which varied from 15s. 6d. to 12s. 6d. a week, to 10s. a week, and it was decided to take such action as might be necessary to protect the interests of those officers of that Institution who are members of the Association.

On July 2 the Association's Solicitor received a communication from the London solicitors who are acting for the Corporation in the two cases, suggesting a meeting for the purpose of discussing whether it would be possible to settle the actions. On July 6 a meeting took place at which there were present the Association's Solicitor, the Legal Secretary, the Divisional Organising Secretary for the North-Eastern District and a member of the firm of solicitors acting for the Corporation. After the meeting the Corporation's solicitors wrote to the Association's Solicitor a letter as follows:—

"Referring to our interview to-day we write to confirm that our clients are prepared to settle these actions by reinstating the old ration allowance and making up the difference since October 21, 1930, and further, to pay the costs of the action, to be taxed if not agreed."

"We understand that these terms are approved and if you will take out a summons as we suggest on the defendant's undertaking to stay all further proceedings, the defendants to pay taxed costs if not agreed."

The Association's Solicitor has been instructed to proceed on the lines indicated in the second paragraph of that letter.

In a communication from the Association to the Registrar-general it was sought to know what was position of Registrars of Births, Marriages and Deaths under the schemes for the administration of the Registration Acts in counties and boroughs which were to be made under Section 24 of the Local Government Act, 1929. In his reply the Registrar-general said Part II of the Act made it reasonably plain that Parliament intended to protect existing registration officers by making their consent a necessary condition of their offices being placed upon a salaried basis, and no revision of the numbers or boundaries of registration areas under Section 24 of the Act could operate so as to remove this protection or to substitute the provisions of Sub-section 1 of Section 22 for those of Sub-section 2. Correspondence had proceeded between the solicitors acting for the Association and the Lanarkshire County Council relative to reductions which had been made in officers' salaries. Having regard to the decision of the County Council not to join the Association in the presentation of a special case to the Court regarding the competency of the Council's resolution to effect reductions in the salaries of transferred officers, the Association had decided to proceed independently.

The report of the Poor Law Transferred Officers' Committee was approved.

THE OFFICIAL OF THE FUTURE

RECRUITMENT AND TRAINING IN THE SERVICE

OBSERVATIONS upon the subject of the future public official were made at the opening session by various speakers. SIR STANLEY LEATHES, K.C.B., endeavoured to find some general principle on which the successful training of the different varieties of public servants depended. The secret, in his view, lay in the right distribution of responsibility and its graduated and universal acceptance. The young official should be all agog to discover what were the purposes of the routine he was told to follow. He should be ashamed if he made mistakes without sufficient cause and discreetly pleased if he succeeded in giving satisfaction. He firmly believed the young entrant should be put through as many of the branches of the department as possible, and commended the practice, not widely enough adopted, of keeping notes of any special aptitude he or she may have shown.

The building up of a sound spirit in a department depended very largely upon the proper direction of the efforts of every rank; the creation of that spirit derived from a sound tradition working through the mind of the keen and conscientious head, supported by colleagues after his own pattern. Instruction, reading, criticism, guidances and formal training were valuable, Sir Stanley said only if the student did the work himself. "The servant must get to know the shape and purpose of his department; he must conform to that and within it, he must find out what he can do which conduces to the general purpose, gently and firmly working at it."

PROFESSIONAL STATUS

Almost every conceivable aspect of the recruitment and training of public servants had been given expert, critical and constructive examination, remarked MR. A. L. N. D. HOUGHTON, General Secretary of the Association of Officers of Taxes, in a paper entitled *Recruitment and Training of Public Officials*. Notwithstanding, he was stimulated by the belief that the very antiquity of the problem was proof that the last word had not been said.

Speaking specifically of the recruitment of officials for local government service, the speaker said this involved certain obligations to the local community which must be combined in due proportion with the object of securing suitable candidates for appointment. In most cases, whatever system of recruitment was adopted, it must not only be designed to promote and maintain the efficiency of the public services, but it must withstand the critical gaze of politicians, newspaper proprietors, educational authorities, staff associations and other people who helped to make the world a fit place to live in.

Such developments as there had been upon the system of recruitment had been forced upon public services by professional trades unions. They had succeeded first in the establishment of their professional status. Secondly, they had devised an acknowledged standard of professional knowledge and skill, while thirdly, they had succeeded in erecting fences around their close preserves.

While the principles of recruitment to the

The programme of meetings arranged for this year's Summer Conference of the Institute of Public Administration, which was held at University College, Oxford, during the week-end of July 10-13, under the chairmanship of the Rt. Hon. Sir John Anderson, G.C.B., directed further thought upon the all-important subject of the recruitment, training and promotion of public officials in the national and local administration. Such suggestions as were put forward are, we venture to think, worthy of the closest consideration by the young official upon the threshold of a career. One interesting feature of the gatherings was the opportunity afforded to delegates to hear and discuss with eminent administrators of both countries, the problems of British and German administration.

Civil Service were broadly applicable to the recruitment of local officials, the systems of recruitment in operation differed widely. The central control of Civil Service recruitment vested in the Civil Service Commissioners made for a degree of uniformity and ordered policy difficult to achieve in connection with the recruitment of local officials, owing to the independence and parochialism of local authorities. One factor which militated against standardisation of the recruitment of local officials was the differences in standard of local remuneration. Another was the almost certain necessity for providing purely local avenues of recruitment for certain types of appointment. He doubted whether local authorities could be persuaded to recognise definite educational standards for the recruitment of their officials.

INDUCEMENTS TO STUDY

MR. HOUGHTON arrived at the following conclusions: He thought that there was much to be said for the institution of a central body with power to co-ordinate and standardise local recruitment methods, also that no system of recruitment, however skilfully and wisely devised, was complete without effective arrangements for after training. There was a growing appreciation of the need for effective training of recruits, but there was ample room for the exercise of more determination to see that they got it. There was frequently insufficient inducement to undertake the burdens of private study and the considerable sacrifice of time involved.

If in recent years the problem of the recruitment and training of public officials has been receiving considerable attention in England, so also has it in Germany. Under post-revolution conditions it has attained a particular degree of importance. How much so was discussed upon a paper, *The Recruitment and Training of Public Officials in Germany*, by Miss MAY L. DHONAU. The local authorities had themselves realised the importance of better training for their officials, she said, and with regard to one very large group at least, had taken the initiative in providing it. Incited by the stringency of their resources and the force of public opinion, they had begun to think not only in terms of salaries, but also of labour costs,

In many respects the movement had gone so far as to defeat its own ends, the demands made upon officials being such that they had neither time nor energy for further education or training. In Germany the fresh entrant to the service was recruited mainly from the neighbourhood. Entrance examinations were rarely held, the prevalent opinion being that they were not fit tests of administrative capacity. The system preferred was that of appointment on probation with practical training combined with theoretical training for intermediate posts, very similar, of course, to the general practice in English local government service.

It was towards the training of the intermediate official that local authorities in Germany had directed the most attention. The amount of work to be undertaken and its relative importance made it imperative that the higher officials should be able to leave all the preparatory stages to their subordinates. Thus, the authorities were driven into taking measures for systematising the training of the intermediate official. This was done in conjunction with the Prussian Association of Local Government Officers and Employees (*Verband der Kommunalbeamten und Angestellten Preussens*). Despite the fact that adherence to the Prussian scheme was purely voluntary and could not be enforced upon the local authorities even by those communal associations which took part in the preliminary negotiations, the whole of northern Germany was covered by a network of public administration schools.

The educational standard for entrance to the local services was not uniformly regulated and was in general low. In the case of those authorities adhering to the Prussian scheme or some kindred system, this defect was redressed to a certain extent by a severe process of training for intermediate posts.

CHARACTER ASSESSMENT

DR. JAR HUBERTUS GROCHTMANN, a Magistrate in Berlin, contributed further to the subject in an admirable paper, *Observations on the Nature of the German Civil Service and Stradrat*. DR. ALFONS RIESS endorsed what had previously been said upon Germany's need for trained officials, adding that training must above all ensure that the future official had a knowledge of the constitutional and administrative laws demanded by his office. It was not so much a matter of learning all the laws and regulations by heart, for those would be quickly forgotten, but it must be an understanding of the laws and their application in accordance with their specific purpose.

On the second day of the Conference, delegates turned their attention to efficiency ratings in the public service, MR. A. J. WALDEGRAVE, I.S.O., M.B.E., opening the discussion.

On the subject of Character assessment in state service there was submitted to the Conference by MR. B. W. WALKER WATSON his winning essay in the Haldane Essay Competition, 1930-31. In this case the author thought the character assessment scheme in its present form had gone astray.

HOUSING IN VIENNA

By SIR TOM PERCIVAL

MY friend Treorchy, although no longer Clerk to the Guardians, still retains, amongst others, his job as Clerk to the Urban District Council, and accordingly deems it his duty to be fearfully keen about housing. A few weeks ago he wrote inviting me to join him on a holiday to be spent partly in Vienna, for the purpose of inspecting the impressive scheme for housing working people there; he suggested it would also give us an opportunity of dropping in to see a mutual friend at Prague. We have just returned; I may say that we did drop in on the mutual friend at Prague although Treorchy had failed to disclose the fact that it involved an eighteen hours' train journey, in tropical weather, but, being Clerk to a District Council—*Aquila non capit muscas*—an eagle does not catch flies.

MY GERMAN!

I was under no delusion as to the real reason for the invitation. Treorchy is no linguist and he finds it saves him trouble to have with him on his continental trips one, like myself, with a sufficient knowledge of the language to smooth the rough places for him. Far be it from me to boast a complete command of the German language. With a vocabulary of about twenty words (including their numerals up to ten, but excluding swear words, which, after all, are mere frillings), and two or three phrases, and with the aid of one of those little books "All you want in ——" difficulties vanish. My method, simple and efficacious, may be useful to you. When we get stuck, I say to the first person available "Fer-tsy-cong! kernn-en see meer sah-gen ine-s; tsvy; dry; feer; funf; sex; see-ben; ahkt; noin; tsain?" (which, according to the book of words, means "Excuse me, can you tell me one, two, three, four, five, six, seven, eight, nine, ten?") and if he is an intelligent native, he immediately replies in English, "What can I do for you?"

You see how beautifully simple it all is? Of course, if he happens to be one of those miserable lazy people who only speak their native language, it is rather awkward.

I may say that under my expert tuition Treorchy made rapid progress in the German language. It was a joy (though modified by the result) to hear him order beer, and when the waiter asked him (in English) "One or two?" to hear Treorchy reply, in faultless German, "Ine-s." Which reminds me that we met a fellow countryman in the train between Budapest and Prague, who disclosed a slight antipathy to public servants. It happened thus:

We had just settled down, when an attendant came in and addressed what sounded like a very offensive remark to us, but he turned out to be the Hungarian

waiter seeking orders for lunch; then came a gentleman who desired to fit us up with headphones to listen to the radio; the inevitable ticket man, armed with a fearsome-looking weapon in the form of an elaborate ticket punch then arrived, and shortly afterwards a soldierly person who wanted to know if we had passports, another who wished to see and stamp passports, and then a fierce-looking sort of fellow who made a short speech to the carriage in imitation of a mountain torrent in spate, on the conclusion of which he waved his hand in the direction of the luggage, from which we brightly surmised that he was Customs. So I shook my head vigorously and said "Nein! nein!" and you can imagine my delight when Treorchy also shook his head and said "Nine! nine!" in fluent German. When we got to the boundary station, we found rows of officials and soldiers standing along the track, dressed in a variety of tight-fitting uniforms, some carrying swords and wearing gloves and looking as though they were ready for another war. In their skin-tight uniforms, buttoned up to the neck, in a temperature estimated by Treorchy at 160°, they had every excuse. When we drew out of the station most of them stood rigidly to attention and saluted, but whether they were saluting Treorchy, or the train, or some Magnificence on board, I frankly do not know.

AT THE CUSTOMS

The other side of the boundary line the procession of passports and Customs officials was repeated, and when we had repulsed successive waves of attendants offering beer, savage-looking cigarettes, cherries, strawberries, beer, milk, coffee, "hot dogs," and beer, our fellow passenger growled something about it being like home because the countryside was so littered with officials. I said to him, with the utmost politeness I trust, "You regard public officials as a necessary evil?" and you may form some idea of his attitude from his reply, "Why necessary?"

And without any pressing, he dilated on this pleasing subject. He was one of that fairly numerous class who regard all public servants as "Parasites on the body politic" (the phrase is his), as "Slugs feeding on the roses in the ratepayers' garden" (also his) and who are in hearty sympathy with the old description of civil servants as those who, like the fountains in Trafalgar Square, play from ten to four! He said, *inter alia*, "They toil not neither do they spin—except yarns to gull the poor boobs of Councillors!" And so forth. Very amusing.

I was glad when Treorchy ceased trying to restrain himself and erupted, just like a cork coming out of a soda-water bottle. The alternative was an apoplectic seizure. He asserted that the majority of public servants worked long and arduous hours

for which they were usually inadequately remunerated, and the stranger laconically replied "Where?" I tried my German, by reminding him of Goethe's saying : "Wer dem publicum dient, ist ein armes thier; er qualt sich ab niemand bedankt sich defur."

"What's that," he asked suspiciously.

"The man who is a servant of the public is a creature to be pitied; he wears himself out and nobody says 'Thank you' for his pains."

MORNING COFFEE

When they had become coherent, said the stranger, "In my city the municipal offices open at nine. After the procession of the less important officials (probably the hardest worked and the worst paid) has ceased, the seniors arrive leisurely until about ten o'clock. Ten o'clock, mark you. And at eleven o'clock another procession forms of important and busy officials making a bee-line for the nearest café for their morning coffee. Bah!" So I told him of one forenoon when I called to see an important official at Whitehall, and had to wait until 11.30, when he strolled in. I raised my brows, and after greetings, he said, "Perhaps you will cease this imitation of George Robey when I tell you that I left the House of Commons at half-past three this morning." Still, it makes one wonder whether it is wise—but enough! we must get back.

We had a happy time in Vienna. We found the Austrians perfectly charming and hospitable in every way. Certainly they gave the impression of being keen to relieve the visitor of all his anxieties—and incidentally of all his cash. We visited one of their celebrated theatres where we found the cloak-room charge to be one shilling. As the Austrian shilling was worth about sevenpence, there did not appear to be any cause of complaint there until we discovered that the charge was a shilling per article—one for your hat, one for your coat, and one for your umbrella. It seemed unlikely that the natives were charged on that scale. However, from a holiday point of view, this was a very small fly in a large pot of jam. There was a universal complaint of hard times, and poverty spread its cloak all over that beautiful city. At the Opera the attendants were clad in uniform coats over shabby tweed suits, and the members of the magnificent orchestra were dressed in their ordinary day clothes, with coloured ties. It may have been to show their independence politically, but it seemed out of harmony with their finished musicianship.

Our investigation of the housing schemes—

PRINTER : Excuse me, that is as much of this article as I can get in.

EDITOR : Tut, tut! Sure?

PRINTER : Sure.

EDITOR : That is a pity. However, cut the rest out, and pass me that hand mirror so that I may practise looking as though stricken with grief.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :
24 ABINGDON STREET, WESTMINSTER,
S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "B. & O.," "Provident," etc.

Telephone : Victoria 6056 (3 lines).
Telegrams : Natassoc, Parl., London.

HEADQUARTERS' NOTICES

CROYDE BAY CAMP

DURING the greater portion of June and the whole of July the Camp was fully occupied and all accommodation is booked for August.

Neither complaint nor criticism has been heard concerning the Camp, its amenities and administration. N.A.L.G.O. members would, of course, expect a N.A.L.G.O. undertaking to be satisfactory and specially designed to meet their requirements, a condition of affairs which applies to its other activities. We may be pardoned for quoting from two letters which have come to hand :

One appreciative visitor writes :

"... My wife and I have just returned from our annual holiday, having spent one week at the Croyde Bay Holiday Camp, and I am taking the first opportunity of sending you an appreciation of the Camp. We had a delightful time, and it seems to me there is no stone left unturned to make visitors enjoy their stay. Accommodation, sanitary arrangements, food, and recreation are of the best, and there is no doubt that the Camp is run on a high standard and under good management. My only regret is that our stay was not of longer duration, but I hope, next year, to spend a fortnight there, and shall reserve accommodation in due course. Wishing the Camp every success."

Another writes :

"... I spent two weeks of my holiday at Croyde in June and thoroughly enjoyed every minute of it. It was my first experience of a Camp holiday, and I was very surprised at the many comforts I found. Will you let me know if you have a corner anywhere for the third and fourth weeks in September. I would love to go again then."

People frequently comment on the long spell which elapses between their midsummer holiday and the Christmas vacation, and there is much to be said for a holiday in September, which is a lovely month, particularly in the South West of England. In a position so well sheltered as the Camp at Croyde Bay no one need hesitate to take a holiday there during that month.

Accommodation is still available during the three weeks from September 12 to October 3. The Camp will close for the season on the latter date and members who possibly can book for a stay, even if it be a short one, should do so. Their impressions will be not less favourable than these recorded above. They will derive considerable benefit and will be able to judge from personal experience as to the value of the holiday accommodation which this Camp affords.

N.A.L.G.O. COLOURS

Members are reminded that the following may be obtained through Branch Secretaries or upon direct application to Headquarters :

Sports Badges, blazer pocket size, 2s.
Ties, suitable for business or sports wear : artificial silk or knitted, 2s.; real silk, 3s. 6d.
Scarves, black ground with stripes or white with stripes at end, 10s.

Tobacco Pouches, silk covered, 2s.; better quality, 3s.

SERVICE CONDITIONS

A SETTLEMENT has been reached in the actions by N.A.L.G.O. against the South Shields Corporation. On October 21, 1930, the South Shields Corporation reduced the ration allowances of the transferred Poor Law officers employed in the Harton Institution from amounts varying from 15s. 6d. to 12s. 6d. a week, to 10s. a week. N.A.L.G.O. decided that the whole weight of the Association should be used in support of the transferred officers, and authority was given for legal action to be taken if necessary. Counsel's opinion was obtained, and he advised that the ration allowances were part of the remuneration of the transferred officers, and that, having regard to the provisions of section 121 (1) of the Local Government Act, 1929, the South Shields Corporation could not reduce those allowances so long as the officers in question were performing duties after transfer similar to those performed before transfer. Two actions were commenced by the Association against the Corporation on behalf of two of the officers, whose cases were to be regarded as test cases. These actions have now been settled by the Corporation agreeing to reinstate the old ration allowances and to make up the difference since October 21, 1930, and, further, to pay the costs of the actions.

WHAT OTHERS THINK

THE following appeared in the official journal of Local Government Financial Officers under the heading of "Superannuation." As the paragraph itself indicates the achievements of the Association extend to practically all matters affecting the rights and interests of all grades of Local Government Officers : —

The National Association of Local Government Officers has become a great and authoritative body in this country. Their influence is felt in Parliament, in Whitehall and, of course, by local authorities. The Association is watching constantly the interests of all types of officials. The interests of individuals are protected by the demand for insertion of compensation clauses; local injustices are remedied; the status of officials is improved, and many other matters affecting officials are always before the Association.

As instance of the good work forwarded by the N.A.L.G.O., take the example of superannuation. How many of the local authorities who have now put into operation the Local Government and Other Officers' Superannuation Act, 1922, would have themselves initiated a scheme for superannuation without the impetus given by the 1922 Act and the propaganda work of N.A.L.G.O.? What about those other local authorities who, blind to their own interests, have refused to adopt the 1922 Act? We believe that in all probability they will have but a short time to wait before they will be compelled to put into operation the compulsory Act which it has been promised shall be placed upon the Statute Book. We are happy to find that work is steadily going on in this direction.

One further word. We have always found it difficult to understand the point of view of officers who are benefited by the work of N.A.L.G.O. but fail to become members. N.A.L.G.O. is not perfect any more than any other human institution, but if consideration be given to what has been done it will be found that that outweighs any minor defects. We know that some local authorities are not fond of N.A.L.G.O., but their officers should have an entirely different view.

SCOTTISH SPORTS DAY

The annual sports day for the Scotland District is to be held at Perth on September 12. Golf, bowling, and tennis competitions will be held on the same lines as in former years. Lunch and tea are to be served in the Station Hotel. Entry forms can be obtained from branch secretaries or from Mr. S. H. Brodie, City Assessor's Department, 40 Cochrane Street, Glasgow, C.1, who is sports secretary.

OXFORD STUDY GROUP

THE new Oxford City Branch has, together with some of the University people, formed an interesting study group. At the moment forty members of the branch have enrolled and eighteen from the University. The Joint Secretaries are J. P. R. Maude, a Don of University College, who is researching in Public Administration, and Mr. T. T. Nutter, the branch secretary. The Chairman of the group is Professor W. G. S. Adams, Gladstone Professor of Political Theory and Institutions, Fellow of All Souls. Professor S. P. Grundy is the Leader or Director of Studies of the group.

Commencing in October, they will meet weekly at Barnett House, Oxford. On October 14 Sir Arthur Robinson, of the Ministry of Health, is to speak on the 1929 Act, and on November 11 Mr. E. D. Simon will speak on a subject yet to be chosen.

Amongst the eighteen persons connected with the University, some are undergraduates, some are professors and tutors, some are retired professors and retired tutors and members of the City Council. A notable member among them is Miss Grace Hadow, Principal of the Society of Home Studies. The group has been formed specially for the study of public administration and is not connected with the I.P.A.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months : February, 52; March, 50; April, 47; May, 47; June, 45; July, 47.

The percentage increases in each of the five groups on which the Index Figure is based are as follows :

	MAY	JUNE	JULY
Food ..	29	27	30
Rent ..	54	54	54
Clothing ..	95-100	95	95
Fuel and Light	75	70	70
Other Items ..	75	75	75

In regard to rent, the statistics of the Ministry of Labour take into account decontrolled rents of working-class dwellings.

The slight difference between the figures for June and July is accounted for principally by the displacement of old potatoes by the new crop at higher prices.

OFFICIAL VACANCIES

Advertised in the MUNICIPAL JOURNAL during July and still open for applications at the time LOCAL GOVERNMENT SERVICE went to press. The last date for the receipt of applications is stated.

EAST HAM (C.B.)—Additional Inspector of Weights and Measures, August 8. Apply E. Eustace Wilson, Town Clerk, Town Hall, East Ham, E.6.

ABERTILLERY (U.D.C.)—Chief Financial Officer, August 10. Apply William Gait, Clerk to the Council, Council Offices, Abertillery, Mon.

SCARBOROUGH (B.)—Inspector of Weights and Measures, August 7. Apply Sydney Jones, Town Clerk, Town Hall, Scarborough.

LEYTON (B.)—Senior Sanitary Inspector, August 4. Apply Jno. Atkinson, Town Clerk, Town Hall, Leyton, E.10.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by August 18 for the September issue.

News of events which take place later—up to August 19—can be inserted if correspondents will send an intimation to the Editor beforehand.

LOCAL GOVERNMENT SERVICE,
3 and 4 Clement's Inn, W.C.2.

LOCAL GOVERNMENT SERVICE

*Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.*

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

UGUST 1931

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NOTES OF THE MONTH

HOLIDAYS

THIS issue appears at the beginning of the municipal vacation. At the end of July Parliament goes into recess, and most of the Local Authorities do likewise—so far as the holding of Committee and Council Meetings are concerned. N.A.L.G.O. headquarters staff also try to fit in as many holidays as possible, so that its members shall be fully charged with energy to meet the demands which come with the fall of the year. We take this opportunity of wishing all our honorary workers and members a healthful, restful, and beneficial respite.

On July 25, the s.s. *Avoceta* left Liver-

pool with a full complement of passengers for the N.A.L.G.O. cruise to the Canary Islands. Those who made that journey will now be basking in the brilliant sunshine of the South Seas. From the end of June, Croyde Bay Holiday Camp has been practically full every week. It is "chock-a-block" for July and August, and this also applies to the first and second weeks of September. The success of the camp as a N.A.L.G.O. venture is demonstrated and we shall be surprised if the demand for accommodation next year does not enforce the consideration of obtaining a similar camp in another part of the country. It is a delight at Headquarters to receive the letters which sing the praises of N.A.L.G.O. in respect of this magnificent venture.

THE WORK

A GLANCE at the summarised report of the meetings of Committees and of the National Executive Council will give some idea of the tremendous amount of work which is being done, and still remains before the National Executive Council. If anything confirms the old adage that "all work and no play makes Jack a dull boy" it was the sight of the Agendas placed before the Standing Committees of the Association a little over a week ago. The pace is terrific, and the calls upon the members of the Council and the Association's officials increase month by month. The widespread ramifications of our Association's activities and the variety of cases which the Association handles, when brought together as a set of agendas for one week-end's meetings constitute something near a mental surfeit. On the other hand, the work of the Association is fascinating, and what might be a severe task under other circumstances is refreshing in its variety and encouraging in its achievement. But this is not the moment to tax the mind of our members with the effort to appreciate, at one glance, what N.A.L.G.O. means to the Local Government Service. This is the time for rest, recreation, and complete abandonment of work—to sunshine and fresh air! A happy holiday to everyone.

SUMMER SCHOOLS

WE go to press on the eve of the opening of the Summer School at Oriel College, Oxford, and consequently a report of this important event must stand over until September. We give particulars, however, of the first Summer School in Scotland which opened at St. Andrews University on Saturday, July 18. Its inauguration was a conspicuous success. The Summer School idea in Scotland will be taken up with the determination and thoroughness which is characteristic of Scots wherever education is concerned. It was a happy thought to hold the first Scottish Summer School at the very "fount of Scottish history," and St. Andrews provided that background so

essential to the expansion of cultural ideas which Local Government Officers find so useful in their everyday administrative duties. Work of any description, and particularly public administration, is much more interesting when pregnant with idealism.

This was the first occasion on which the new President of N.A.L.G.O., Mr. S. Lord, appeared in his official capacity since his election at the Edinburgh Conference, and he could not have chosen any situation more appropriate to his own vision of the Local Government Officers' true position in the everyday order of the nation's affairs. His address was inspiring and encouraging. He was followed by Mr. J. C. Watson, K.C., Solicitor General for Scotland, and Sir James Irvine, the Principal of St. Andrews University, whose speeches were full of "uplift." The cultural side of N.A.L.G.O.'s work, which has been going on steadily for years, will have its full reward in due time. It makes a far bigger contribution to the revised status of the local government officer than most of us imagine, and every chief officer in the Service owes it to his staff and to himself to throw his whole weight into the support of this section of N.A.L.G.O.'s work. The President, the chairman of the Education Committee, Mr. E. W. B. Abbott, and the whole of the members of the National Executive Council attach the greatest importance to the Summer Schools and the educational activities of the Association, and they deserve every ounce of assistance which can be given by the members of the Association.

REORGANISATION

A N article under the heading "Blotting out Urban Councils," which recently appeared in the North-Western daily newspaper has keenly interested members in Cumberland County. The article states that the county scheme for the reorganisation of the urban and rural districts of Cumberland provides for eleven districts in the county and for the absorption in rural areas of all the urban districts except Maryport. Keswick and Cockermouth it is suggested should become part of the Cockermouth rural area, and Penrith of the Alston rural area.

The proposals are naturally causing a great deal of interest and comment by the officials of the authorities concerned, who are looking to Nalgo for the protection of their interests.

CHESS COMPETITION

"PULLINGER" CHESS CUP

Entries from teams of three were due from Branches at Headquarters by 31st July. Fee 7/6 per team. For details see July issue, p. 210. Further entries will be accepted until 8th August.

NALGO SCOTTISH SUMMER SCHOOL

ADMINISTRATIVE COMPLEXITIES IN LOCAL ADMINISTRATION

THE first Nalgo Scottish Summer School organised for its members by the National Association of Local Government Officers, was held during the week July 13-17 at St. Andrew's University, Scotland. The whole of the accommodation of the beautiful new building, St. Salvator's Hall, was placed at the disposal of the Association, students and guests assembling there on Saturday,

and Liverpool. It was to be hoped that before long both the Edinburgh and Glasgow Universities would give like facilities. The Association held its first Summer School at Keble College, Oxford. This had proved such a success that they had decided this year to organise two schools—one for Scottish and the other for English officers. "We feel that the great value of a Summer School is

Oxford. It was not generally realised the important part local government played in the betterment of social conditions, nor the contribution which local government had made in ensuring tranquillity at times of economic distress.

MR. J. C. WATSON, the Solicitor General, opening the school said that the Scot got his best background where he could capture some expression of the soul of Scotland, and in that sense there was no more appropriate place where they could have made a start with their school than in the ancient academic atmosphere of St. Andrews. He said he did not know how the administration of this country could be carried on if it were not for the efficiency of the local government officers and civil servants.

The administration of local government was becoming more and more difficult. The establishment of a Summer School in St. Andrews was a good way of indicating that they wanted to get down to the problems of their job; to think about them, and to understand them. "You are not saying others are wrong; you are saying I must rub my wits against the other men and we must be more understandable." That was the idea of the Summer School. Continuing, the Solicitor General said: "I recognise the responsibility which makes N.A.L.G.O. take its work seriously, and I welcome your responsible view of local government."

Mr. Watson then declared the Summer School open.

SIR JAMES IRVINE, Principal of St. Andrews University, welcomed the School to the University. They had come to study serious and practical things, he said, and they would be inspired by the thought that it was done right at the fount of Scottish history.

MR. HUGH BEGG, Chairman of the Scottish District Committee of N.A.L.G.O., expressed, on behalf of the Association its deep sense of gratitude to Mr. S. Lord, the President; Mr. J. C. Watson, Solicitor General; and Sir James Irvine, Principal of the University, for coming to St. Andrews to inaugurate their first Summer School. In the name of the Association Mr. Begg thanked all who were present and the Lecturers who were to give the courses of study during the ensuing week.

Lecturers and speakers at the morning sessions were Mr. James Cunnison, M.A., Lecturer in Social Economics, Glasgow University, and Director of Glasgow School of Social Study, and Mr. John A. Buyers, M.A., Lecturer in Economic History, Glasgow University.

After-dinner speakers included Miss Nora Milnes, B.Sc., Director of Studies, Department of Social Study and Training, Edinburgh University; Dr. Guy, Medical Officer of Health, Edinburgh; Mr. John D. Imrie, M.A., B.Com., City Chamberlain, Edinburgh; Mr. Joseph Westwood, M.P., Under-Secretary of State for Scotland.



N.A.L.G.O. Scottish Summer School at St. Andrew's: Left to right seated: Mr. L. Hill, Gen. Secretary; Mr. Robert Walls, Edinburgh; Mr. Hugh Begg, F.R.C.V.S., Hamilton; Mr. John C. Watson, K.C., Solicitor General; Mr. Sam Lord, President, N.A.L.G.O.; Sir James C. Irvine, Principal St. Andrew's Univ.; Mr. J. M. Mortimer, Scottish Sec.; Mr. H. M. Irvine, Dundee; and Mr. Wm. Wilson, Chief Public Assistant Officer, Fife.

July 11, for the inauguration ceremony presided over by the President of Nalgo, Mr. S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton. The guests included Mr. J. C. Watson, K.C., Solicitor General for Scotland, Principal Sir J. C. Irvine, Miss Nora Milnes, B.Sc., Mr. Hugh Begg, F.R.C.V.S., Mr. J. Cargill Cantley, Mr. William Watson, Mr. A. M. Imrie, Mr. Robert Walls, Mr. L. Hill, General Secretary of N.A.L.G.O., and Mr. J. M. Mortimer, Divisional Organising Secretary for Scotland.

DEGREES AND DIPLOMAS

MR. LORD, addressing the assembly, said that N.A.L.G.O. had for some time past been negotiating with the various Universities in England, Scotland and Wales with the object of securing the establishment of Degree or Diploma Courses in local government, and courses were already established at the Universities of London, Leeds, Manchester

that it enables the local government officer to get out of the rut of his ordinary official duties, and brings him into closer contact, not only with his brother officers in other towns, but with men of academic training and of wide vision outside the service—men who are making a very special study of local government and social problems," Mr. Lord said.

The continually increasing complexities of local government administration demanded a highly trained and experienced staff personnel. The Association had used every endeavour to ensure that the very best facilities should be available to its members to acquire that professional and technical training so essential to the proper carrying out of their duties. The Association considered it was its duty to endeavour to make a definite contribution towards this object and the Summer Schools would no doubt give estimable benefit to those who were keen enough to spend some of their holidays at the Universities of either St. Andrews or

BRANCH & DISTRICT NEWS

ACCRINGTON

The annual picnic held by the Accrington Branch on July 1 was spent in the precincts of the House, and although this style of picnic was altogether different from those usually arranged, it was a distinct success, a greater number of members than usual enjoying the meeting.

BATH

A party of Bath officials left by train on June 27 for Taunton. Two motor coaches conveyed the party to Lynmouth via Minehead and Porlock, where they lunched at the Bath Hotel. The party boarded the coaches at 6 p.m. for Taunton-Simonsbath. The arrangements were carried out by Mr. H. Hunter, the hon. secretary and treasurer of the Social Committee.

CANNOCK

Mr. J. E. N. Davis, D.O.S., addressing a well-attended meeting of the Cannock Public Assistance Committee officials, explained the steps taken to make the fusion of N.A.L.G.O. and N.P.L.O.A. effective and detailed many advantages which had resulted from the past work of the two associations.

CARDIGAN

A meeting, convened by Mr. W. R. Davies, County Education Financial Officer, was held at Cambrian Chambers, Aberystwyth, on June 2.

Mr. J. Paith Morgan, County Finance Officer, presided over an excellent attendance, and following an address by Mr. J. E. N. Davis, D.O.S., it was unanimously decided to form a branch of Nalgo. Mr. J. Paith Morgan was elected president, Mr. W. R. Davies, hon. secretary, and Mr. Ll. Jones, Borough Surveyor, Aberystwyth, hon. treasurer.

CARDIFF

Since 1891 (except during four war years), Cardiff municipal officials have organised an annual picnic, which this year comprised a trip to Minehead by steamer and then by motor to Weston and Lynmouth. A large party included the Lord Mayor of Cardiff, Alderman R. G. Hillbrook, J.P., and other members of the Council, Mr. Cecil Brown, Town Clerk; Mr. C. B. Bright, chairman of the South Wales District Committee, and Mr. J. E. N. Davis, D.O.S., N.A.L.G.O. All arrangements were made by Mr. J. Weslake Hill, hon. secretary; Mr. Ivor Williams, hon. assistant secretary, and Mr. E. W. Barker, hon. treasurer.

COVENTRY

The Coventry branch states that a new grading scheme in connection with the salary scales is being considered by the Council in conjunction with representatives of the official staff.

DARLINGTON

The Darlington County Borough Council has adopted a new salaries and grading scheme on a stabilised basis.

DENBIGH

On July 3 at the Public Assistance Institution, Wrexham, the Executive of the Denbigh County Branch met their colleagues in the Wrexham area with a view to the formation of a sub-branch of the county branch for social and propaganda purposes. The meeting was addressed by Mr. Haden Corser, the Divisional Organising Secretary, who spoke on the great success of the fusion of N.P.L.O.A. and N.A.L.G.O. and the work the Association was doing on behalf of



SIR JAMES C. IRVINE, Kt., C.B.E., F.R.S.,
D.L., Principal, St. Andrew's University

transferred officers. The proposal was agreed to and the necessary officers appointed. The Chairman of the meeting welcomed all non-members into the branch and assured them of the fullest support.

DONCASTER

The half-yearly meeting of the Doncaster Branch, held at Springwell House was a pronounced success, and the thanks of the members were extended to the Master, Matron, Assistant Master and the Staff, for the excellent manner in which they were entertained to tea. Mr. A. G. Bolton, Secretary of the District Committee, attended as deputy for the D.O.S. and gave an address on the work of the association. A party

of forty of the members of the branch enjoyed the hospitality of the President to tea, and at games on June 25 at Adwick.

EASINGTON

An action for libel, brought by the Association on behalf of an Easington member against a Newcastle evening paper, resulted in favour of the member in question, who was awarded £10 damages and costs.

HEREFORD CITY

We are pleased to record the formation of the Hereford City Branch as from June 1. Mr. F. P. Bullar, the Rating and Valuation Officer, and Mr. J. Bevan, of the Accountant's Department, have been appointed hon. secretary and hon. treasurer respectively.

IPSWICH

On Saturday, July 18, the Ipswich Branch held its summer outing, the party travelling by motor bus to Felixstowe Ferry where the members embarked on a motor launch for a cruise on the River Deben. Various places of interest were visited and tea was served in the grounds of the Ramsholt Arms Hotel. Despite the weather being a trifle unsettled, the party spent a most enjoyable time.

KIDDERMINSTER

It is to be regretted that the Kidderminster Council has again decided not to adopt the Superannuation Act of 1922.

LICHFIELD

On Saturday, July 4, the Lichfield and District Branch held its first summer outing, the President, Mr. W. Brockson, Town Clerk, and the Vice-president, Mr. T. Moseley, Clerk to the Lichfield R.D.C., and about thirty members and friends accompanying the party by motor coach to Kenilworth, Leamington, Warwick, Stratford-on-Avon to Evesham. The return home was via Worcester and Bromsgrove. Appreciation was voiced of the arrangements made by the responsible committee, particularly to the hon. secretary, Mr. S. M. Collins.

NEWCASTLE-UPON-TYNE

The marriage between Mr. J. R. Gilhespy, secretary of the Newcastle-upon-Tyne Branch and Miss E. Aisbitt took place at St. Gabriel's Church, Heaton, on June 6. Mr. Gilhespy, who is held in high esteem by his colleagues, was the recipient of many good wishes, and on the occasion of the July meeting of the executive council of the branch, was presented with a set of Pyrex glass-ware.

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BRANCH & DISTRICT NEWS

NORTH DEVON

A meeting of the North Devon Branch of NALGO was held at Woolacombe on June 30, presided over by Mr. P. Chugg. After the ordinary business meeting of the branch had been concluded, Mr. F. Thomas, the Divisional Organising Secretary of the Association, gave an address, with a resume of the aims and objects of the organisation, emphasised the membership—now over 63,000—and explained the steps being taken by the Association for the protection of members in various amalgamations and re-organisations of districts under the Local Government Act, 1929.

NORTHAMPTON

The services of Mr. W. J. Hull, Borough Accountant, Mr. A. E. Chick, Town Clerk's Department, Mr. W. P. Browning, Rates Department and Mr. C. M. Warner, each of whom have reached the ages of sixty-five years are to be retained by the Northampton C.B.C. for a further period of twelve months. Mr. T. H. Cuthbert, of the Borough Accountant's Department, having passed the final examination of the Institute of Municipal Treasurers and Accountants, has been granted a merit award of £15 per annum in addition to his salary. This paragraph, we regret to state, inadvertently appeared under the Bath heading in the July issue.

NORTH-WESTERN DISTRICT

The individual sports semi-finals for the North-west District took place on Saturday, July 4, at the Police Sports Ground, Warrington. A. Worthington, Salford, and T. E. Thompson, Stockport, qualified for the Tennis Individual finals and A. Thompson, Liverpool, and H. F. Head, Bolton, for the Bowls Individual finals to be held at Stanley Park, Blackpool, on Saturday, September 12. The Golf, Swimming, Bowling and Tennis Team finals will take place on the same date.

PONTARDawe

The D.O.S. is negotiating with the rural district council with a view to the adoption of a grading scheme. Mr. Davis was well received, and the Council appeared desirous of meeting their officers' reasonable demands.

CRICKET

Twenty runs were required for victory by the Bucks County Branch, N.A.L.G.O., when the last man went to the wicket in their semi-final match with Reading County Borough Branch, at Hartwell. Both Brandon and Bentley refusing to be overawed by the occasion, scored freely, and a four by each, followed by a six from Brandon, brought a win appreciably nearer. Brandon, calling for a run as Bentley sent the ball a short distance to leg, tied the scores and a boundary hit won the match.

Scores : Reading : H. Clemetson b Ramsden, 2; A. Shiner b Ramsden, 1; H. G. Matthews b Ramsden, 1; G. Drummond b Ramsden, 19; R. W. Payne b Ramsden, 14; W. R. Wells c Ryley b Ramsden, 9; J. M. Potter b Barlow, 8; A. J. Nicke b Ramsden, 0; A. Taylor b Ramsden, 19; W. C. Holden lbw b Barlow, 1; E. S. Penson, not out 5; b 29, lb 1, 30; total 103.

Bucks County : C. Hazell b Drummond, 23; E. L. J. Ryley lbw b Shiner, 6; J. B. Robertson b Drummond, 10; S. Baggett b Potter, 1; H. C. Spencer b Drummond, 2; F. G. Brandon b Drummond, 27; C. L. Honour, run out, 13; R. Ramsden b Wells, 2; A. Barlow b Potter, 10; G. E. Mellor b Potter, 1; H. Bentley, not out 7; b 4, lb 6, nb 1, 17; total 113.

The final in the cricket competition for the T. P. Easton Shield took place at Durham recently, when Sunderland defeated Middlesbrough by 56 runs. The shield and pewter tankards were presented to the winning team.

SOUTH SHIELDS

The D.O.S. has had an interview with the Health Committee at South Shields with reference to increased salaries for Health Visitors.

STOKE-ON-TRENT

The West Midlands District B. & O. Fund Shield has been won by the Stoke-on-Trent branch for a contribution of £204 11s. 3d., representing 10s. 1d. per head of membership. Malvern were second with an average of 10s. per head.

SOUTHAMPTON

At a recent meeting of the Eastleigh U.D.C. the Chairman of the Parks and Open Spaces Committee drew attention to anonymous criticism that council employees, who had formed a tennis club, monopolised the courts at Fleming Park to the exclusion of the public. He had obtained the bookings of the tennis courts since the NALGO Club was formed to June 18, the day before the letter appeared in print. Out of 248 bookings, the general public had 218 and the club 30, while there were 50 hours available that had not been booked by anyone. The Chairman of the Council said that comment was needless.

SUNDERLAND

Mr. R. E. Heron, the hon. secretary of the Sunderland Branch, represented the Association before the Public Assistance Committee in respect of the grading of relief clerks. A strong case was presented, and the voting resulted in 15 for and 15 against. The chairman declared the motion to grade the relief clerks "not carried."

N.A.L.G.O. SPORTS

NORTH-EASTERN DISTRICT

Weather favoured the sixth annual sports gala of the North-eastern district, which was held at the University Sports Ground, Durham, on Saturday, July 4, many branches participating in a programme embracing tennis, bowls and golf putting. Results were as follows :—

TENNIS : GENTS' SINGLES, A. E. Reynolds (Newcastle-upon-Tyne); **GENTS' DOUBLES**, A. Porter and T. Strang (Newcastle-upon-Tyne). **LADIES' SINGLES**, Miss G. Robson (Durham); **LADIES' DOUBLES**, Miss E. Timmins and Miss E. Alderson (Durham).

BOWLS : SINGLES, Johnson (Wallsend); **RINK**, Wallsend beat Blyth in the final.

GOLF PUTTING : E. Allison (Durham), 1; L. Hogarth (Newcastle-upon-Tyne); W. Pyle (Borough Treasurer, Wallsend).

The keen interest evinced in the gala has justified the committee determining that this event shall take place on a much larger scale next year.

GOLF

A handsome trophy for competition among members of the Association in the Metropolitan District is without a holder. Will anyone interested in a tournament therefore please communicate with the Hon. Sec., Sports and Recreations Sub-Committee (T. F. Dunning, Town Hall, Paddington, W.2.).

The annual golf match for the Sir Johnstone Wallace Challenge Cup took place on June 17 on the course of the Gosforth Golf Club, when a record entry of 74 was received. Scores were : W. W. Speed (Newcastle), 86 gr., 14 h'cap, 72 net; J. Weatherston (Newcastle), 79 gr., 6 h'cap, 73 net; G. Alexander (Newcastle), 88 gr., 15 h'cap., 73 net; E. P. Harvey (Northumberland), 86 gr. 12 h'cap., 74 net. □

WEST HARTLEPOOL

The West Hartlepool Branch spent a very pleasant day at Knaresborough on June 20. The weather was all that could be desired, and the members enjoyed boating, visiting the castle and other interesting features of the town. The D.O.S. gave a short address to the members after tea.

WEST RIDING C.C.

The West Riding County Council recently discussed a recommendation of the Finance Committee granting increments under the Grading Scheme.

An amendment was moved at the County Council meeting that proposed increases to officials receiving £400 or more per year be not approved. It was pointed out that the saving affected by the adoption of such an amendment was exceedingly small, and that it would create unfair discrimination between one section of the staff and another, and the amendment was defeated.

WEST MIDLANDS

About thirty members attended the meeting of the West Midlands district committee held at the Town Hall, Wolverhampton, on Saturday, July 11. The Mayor of Wolverhampton, Alderman J. Haddock, welcomed delegates from the midland counties. He assured the delegates of the high esteem and respect felt towards their colleagues, on the official staff of the Wolverhampton Council. He was no stranger to N.A.L.G.O. and its activities as he was a regular reader of the official organ, LOCAL GOVERNMENT SERVICE, a copy of which could always be found in the Mayor's Parlour. Mr. Frank Gee, chairman of the committee, thanked the Mayor for his address of welcome. The following were elected to the West Midlands B. & O. Fund Regional Committee : The chairman, Mr. G. C. V. Clegg (Derby); Dr. A. Wotherspoon (Stoke), and Mr. A. J. C. De Renzi (Newcastle-under-Lyme). Mr. T. W. Poole (Stoke), Mr. F. L. Jackson (Malvern) and Mr. G. H. Roe (Smethwick) already hold seats by reason of their branches' contributions.

BOWLS

The second match between the Southern and Metropolitan Districts took place at Prospect Park, Reading, on July 2, the Reading Corporation placing the splendid green at the disposal of the Southern District Committee. Each side produced four rinks, Metropolitan winning by 91 shots to 54.

* * *

The fourth annual bowling handicap for the Lewty Cup in connection with the Preston Branch of N.A.L.G.O. was brought to a conclusion in June, when the semi-final and final games were played at Broughton. There was a large attendance of members, and two keen final games were witnessed. J. Swarbrick (scratch) beat J. Crook (rec. 1), 21-18, and J. Sanderson (rec. 5), beat R. McManus (rec. 1), 21-20. In the final the winner, J. Swarbrick, won by the comfortable margin of 21-14. The cup and prizes were afterwards presented to the winners by the Social Committee President, Mr. Alfred Lewty (the donor of the cup), this was followed by a concert given by members.

* * *

The Isle of Wight Branch entertained the Southampton Branch in the semi-final round of the Southern District Bowls Competition at Newport on July 11, winning by 11 shots. Islanders meet the Reading Branch in the final, which will be played at Aldershot in September.

COTTISH NEWS

THESE notes are being written from St. Andrews, where our Scottish Summer School is in progress. It is the best tribute we could have to the success of our new venture that students are anxious to know whether they will have the pleasure of attending a similar school next year. On another page will be found a report of the school written by one of the students and it is unnecessary, before, to say more about it here.

* * * *

Glasgow Corporation did not deal with recommendations of the Salaries and Expenses Committee at its meeting in July, there will be no further meeting until August 12. Mr. Fox, Mr. Mortimer, and Mr. Brodie appeared before a meeting of full committee and objected to the recommendations made by the subcommittee. The committee agreed to accept the proposed "cut" on those above scales from 7½ per cent. to 5 per cent. with regard to those on the grades, the proposal is to operate the sliding scale which had been in abeyance since September last.

The Corporation have intimated to a hundred transferred officers that they have been placed on new scales. In many instances, the new scales are less than the old ones, and the D.O.S. has written to the Town Clerk raising the question of competency. He contends that under the Clauses of the Local Government (Scotland) Act, 1929, dealing with transfer, it is not legal thus to reduce the salaries of transferred officers. In the meantime, the D.O.S. has advised those concerned not to sign the form of acceptance pending a legal ruling by the Town Clerk.

* * * *

Lanarkshire County Council have now come to a decision with regard to salary cuts." At their meeting the Council rescinded the April minute and considered the whole question *de novo*. The net result of their decisions is that the old salary scales have been restored; those receiving salaries up to £130 will not be "cut," those between £130 and £150 will suffer a 5 per cent. cut, and those whose salaries exceed £150 will suffer a 10 per cent. "cut." Our contention, of course, is that the salaries of transferred officers performing similar duties—and the great majority of the staff in that category—cannot be reduced. We have accordingly instructed our Edinburgh agents to serve a summons on the County Council.

* * * *

The Aberdeen T.C. have now disposed of the question as to salary reductions used, as in most places, by the local Chamber of Commerce. In effect, the council have decided to make no "cuts."

OBITUARY

MR. J. A. BATTERSBY

We regret to announce that Mr. J. Allan Battersby, O.B.E., Barrister-at-Law, Clerk to the City of Nottingham Assessment Committee and Clerk to the former Nottingham Board of Guardians, died recently. Mr. Battersby retired from the Presidency of the Union and Rural District Clerks' Association (now the Local Government Clerks' Association) at the annual meeting on June 16 last, and on that occasion a notable tribute was paid to him for his distinguished services to the Association and to the Poor Law administration in general. He was for many years closely associated with the work of the former National Poor Law Officers' Association, in particular as Chairman of the Parliamentary Committee and as President in 1907. Mr. G. W. Coster, M.B.E., who succeeded in the Presidency of the Local Government Clerks' Association, paid a notable tribute to him at the recent annual meeting.

MR. W. G. W. NOBLE

The death took place during July at his residence, The Mount, Easington, of Mr. William Garnet Wolseley Noble, Clerk to Easington Guardians Committee. Mr. Noble, who was 48 years of age, entered the offices of Easington R.D.C. and Board of Guardians at the age of 14 years, and had thus been connected with Poor Law administration for 34 years. In this respect he had one of the longest records in the County of Durham. On the coming into force of the new Local Government Act of 1929, which abolished the old Boards of Guardians, he was appointed Clerk to the new Guardians Committee.

MR. J. H. GRAHAM

We regret to report the death on July 10 of Mr. J. H. Graham, Superintendent of the Byker and Heaton Cemetery, Newcastle-upon-Tyne, at the age of sixty years.

Mr. Graham served for a number of years upon the executive council of the Newcastle-upon-Tyne Branch.

Mr. F. J. C. Broome, General Manager, Municipal Baths and Wells, Harrogate, issues a series of brochures on the attractions of the famous Yorkshire Spa, which has a greater variety of baths and a wider range of treatment than any watering place in England. None of the Continental resorts can equal Harrogate in equipment.



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APPROVED SOCIETY

THE Society held its annual meeting in the Guildhall, Nottingham, on Friday, June 26. Mr. S. Lord, the President of the society, was in the chair.

The Ministry of Health auditor's financial statement for 1929 indicated the progress which the society was making, and Mr. W. E. Lloyd, one of the trustees, in recommending the adoption of the statement, stated that the finances of the society were in an exceptionally healthy condition.

The annual report of the Committee of Management was submitted by Mr. R. W. Cockoppock, Chairman. He reminded members that the society was of great assistance not only in times of ill-health but in the provision of dental and optical treatment when required.

The Committee of Management for the year 1931/32 was elected as follows: Mr. S. Lord, president and trustee; Messrs. W. W. Armitage, G. W. Coster, R. W. Cockoppock, A. P. Johnson, G. T. S. Walters, vice-presidents; Messrs. W. J. Blainey, W. E. Lloyd, trustees; Misses E. N. Gwynne, M. E. Taylor, Messrs. A. Bowker, L. H. Cain, V. Cartlidge, S. Crawford, R. P. Harpham, J. Hubbard, J. W. Pickup, J. W. Purchon, R. W. Ramsay, F. C. Stapleton.

GRAMOPHONE NOTES

THE latest numbers issued by H.M.V. include many new dance tunes which are sure to be heard at the Nalgo Camp at Croyde Bay. There is variety enough in the following: B6017, "Thank You Most Sincerely," "Out of Nowhere"; B6018, "It Must be True," "It looks like Love." All are recorded by Ambrose and his orchestra.

Jack Hylton and his orchestra have produced in his characteristic and vigorous style: B6015, "Oh, Rosalita," "With the Guards on Parade." The former is a tango foxtrot and the latter a six-eight one-step. Two more delightful tunes are on B6016, "When I take my Sugar to Tea," "By the River Sainte Marie." The latter is a slow foxtrot.

And now comes the official song of the National League of Hikers on B6019, "I'm Happy when I'm Hiking."

Among the latest records made for music lovers are Offenbach's "Sample Box," a fantasia played by Marek Weber and his orchestra, a pleasing record of many well-known airs. The Prelude to Act 1 and the Prelude to Act 4 of "Carmen" are played by the Symphony Orchestra on B6223, and vocal gems from "The White Horse Inn," played by the Light Opera Co., fill both sides of C2229.

Prominent in the July list of new His Master's Voice records is the name of Raia da Costa, the popular pianist whose classical training enables her to give added charm and distinction to the lightest of compositions. Among her most recent successes are "The Match Parade," a rich production, and, on the other side, "Would you like to take a Walk?" also medleys from "The White Horse Inn" and "The Millionaire Kid," with xylophone accompaniments, "Blue Again," and "Parade of the Minutes."

An outstanding new vocal record is Michele Flita singing "Ay, Ay, Ay" in Spanish.

Viennese waltzes at their best are again provided by Marek Weber and his Orchestra in Weber's Fantasia of the melodies of Johann Strauss.

FIRE CHIEF RETIRES

Mr. Alonzo Savage, Superintendent of the Preston Fire Brigade, has retired after nearly forty years service, and an influential committee of leading Prestonians is being formed for the purpose of organising a practical method of showing the town's appreciation of his work. Mr. Savage's father was Superintendent of the brigade before him.

READERS' NOTES

By JACOB TONSON

THOSE whose normal duty is to evaluate the output of current literature, particularly of fiction, cannot fail to have observed the present mastery of mystery—mystery in every respect, but particularly associated with murder. An almost endless vista of crime, inquests, police investigations, trials by jury with or without surprise at the jury's findings, covering, perhaps, twenty per cent. of the current output of fiction. To sift the few grains of wheat from this volume of chaff is no easy task.

* * *

H. R. Berndorff's *Espionage* (Nash, 10s. 6d.) is mystery in excelsis. It is a thrilling book of episodes in the careers of spies of different nationalities, both before and during the Great War, and much more interesting than the majority of fictitious thrillers. In particular there is the account of Annemarie Lesser, the German girl known as the "lady doctor"—it is impossible not to admire her wonderful skill and daring and to regret her sad ending. The manifold activities of the secret service are unfolded to the view of the reader.

* * *

Black Castle, by Kent (Hodder and Stoughton, 3s. 6d.), is good. It is a story of a mysterious old castle on the Norfolk Broads and has just enough improbability to make it interesting and not too much to aggravate the reader. My bookseller admitted that he couldn't leave it until he knew the end and he should be hardened to surprise. The characters, generally, have nothing unusual about them and there is the not-known villainous ex-police officer, but it is good holiday reading, particularly if you are going to the Broads.

* * *

A. J. Cronin's only previous work is a *History of Aneurism*—the medical man has now turned novelist and we welcome him to the craft. *Hatter's Castle* (Gollancz, 8s. 6d.) is a first novel which is well worth while; it produces dilation of the reader's arteries. A self-centred, soulless, family tyrant is not too harsh a term to use about Brodie. His mother, wife, children (with the exception of the younger girl) and shop staff are treated as so much dirt. The picture of home life in this particularly drab provincial Scottish town is set in sombre colours. Brodie is determined to rule by force, the force which causes those under his authority to cringe. His brutality hastens his wife's death. His elder daughter's moral lapse—in circumstances under which reasonable people would see no blame—results in her expulsion from the "home" on an awful night. The son, hated and despised by his father, cheats him of his housekeeper-lover. His fury at the failure of his younger daughter to secure a scholarship drives her to desperation and suicide.

Do not let this description lead you to... the book. It is a splendid study of a hard-hearted man. "The parlour was cold, damp, unused, and formal, with large mahogany furniture whose intricate design lost itself in a voluptuous mystery of curves, with antimacassars veiling the sheen of horsehair," is not an inapt description of the book as well as of the parlour. The "Castle" refers to the type of house he built to tower over his neighbours.

* * *

Whilst *Hatter's Castle* depicts the character of a brute without a saving grace, Fisher's *Dark Bridwell* (Gollancz, 7s. 6d.) has a brutish man as the chief study: a man who "hates like hell," but loves almost as passionately. The story is of a lonely farmstead in a canyon in the States—the maddening loneliness of a logwood hut with little human intercourse save what the family of five provided. To this living tomb Charley Bridwell took his family—"his entire worldly possessions were two old nags, given to him by Sam Jarrup, a wealthy cattleman; a worn-out saddle, for which he traded an Indian blanket; his rifle and a pistol; a roll of bedding and a bundle of food." The story has vivid pictures of the country, the family and the rough neighbours they come in contact with. Love and hatred, poverty and suffering, but through all there is the gentle passion of Charley for his wife, and the amazing uncertainty of his attitude in moments of stress.

The books named may be relied upon for holiday reading but lest they be too substantial, take with you also John Glyder's *Compulsory Honeymoon* (Jenkins, 2s. 6d.). The characters are either funny or made to be laughed at.

MISS E. GAUKROGER'S WRITINGS

OUR readers may not be fully aware of the literary efforts of Miss Eleanor Gaukroger. As a writer she is better known by her pseudonym "Jenny Wren," and her work is of a truly high standard of merit and interest. Those who would know something of her career, from early days until she became a contributor to such journals of distinction as *The Manchester Guardian*, should read the biographical note in *The Best Short Stories of 1929* (Jonathan Cape). As a writer of West Riding life and character, particularly in dialect, Miss Gaukroger is unsurpassed, and in these days it is an inspiration and a comfort to peruse this author's work. In her first book, *Yorkshire Hill-Folk*, Miss Gaukroger collected the best of her many stories, and the volume was eagerly subscribed for and rapidly ran out of print; in her newer work, *Kith and Kin* (F. King & Sons, Halifax, 3s. 6d. net) she continues her theme on the homelier side of industrial life in the West Riding and is equally successful as in her first venture.

E. GREEN (Chief Librarian, Halifax).

BOOK REVIEWS

OUTLINES OF LOCAL GOVERNMENT OF THE UNITED KINGDOM. By J. J. Clarke, M.A., F.S.S., Barrister-at-Law. Price 5s. net. Sir Isaac Pitman & Sons, Ltd.

SURELY when a publication of this character reaches its ninth edition it thereby presents good evidence of acceptability to the general reader, and to students of relevant subjects. Mr. Clarke's qualifications for guidance through the maze have been well tested by results credited to the many students who benefited by the work before presenting themselves for examination, and revision which the book has undergone serves to strengthen its claims upon attention. The establishment of the Diploma of Public Administration and the recognition of the importance of the subject by provincial Universities point to the increasing need of a digest prepared in an easily understandable form. The chapter on valuation and rating has been brought up to date with the assistance of Mr. F. O. Lyster, Deputy Valuer, West Derby Assessment area, and valuable co-operation has been obtained in relation to the matter concerning Scotland and Ireland. In the case of England and Wales, Mr. Clarke's helpers bear names which have become practically synonymous with the subjects they handle.

C.

THE RED SWASTIKA. By Mark Harborough, Price 3s. 6d. Humphrey Milford, London.

T HIS book, by a former local government officer, relates the adventures of a troop of boy scouts who, with the aid of a blind boy gifted with the faculty of "dowsing," brings to light some important Roman ruins. Near their home town is the site of an old Roman camp. They find the legendary tunnel, with the walled up tomb containing a skeleton and a red swastika all complete, and presently they unearth a Roman villa. As the home town sadly needs a museum, the scouts' troop, full of local patriotism, provide the basis for a collection by giving their curios and relics of an earlier occupation. As a story the book is without a plot and some of its incidents have been rather overworked in the boy's tales of the last few years.

J. F.

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CORRESPONDENCE

THE B. & O. FUND

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—May I be permitted to tender my sincere thanks, through LOCAL GOVERNMENT SERVICE, to every member N.A.L.G.O. who contributed to the Benevolent and Orphan Fund during the last financial year? The Purse Session Edinburgh resulted in a sum of £12,321 8s. 2d. being received for the Benevolent and Orphan Fund, compared with £11,765 8s. 6d. in the preceding year.

The increase amounted to £555 19s. 8d. and when I point out that this included an additional sum of £424 13s. 4d. which was secured through the "Help Yourself scheme" you will realise that subscriptions and donations only increased by £31 6s. 4d. This result cannot be regarded as satisfactory when one remembers that the membership of N.A.L.G.O. increased during the year in question by 2,248 (viz., from 50,016 to 62,264).

I desire to make an earnest appeal to each district committee and branch to make a great effort to persuade all of its members to become annual members of the Benevolent and Orphan Fund on payment of a minimum subscription of 6s. 6d. per annum. There are 33,352 members of Nalgo who are not annual members of the Benevolent and Orphan Fund—if all would enrol as members we should secure an additional annual income of £4,167.

Applications numbering 921 were considered during the past year compared with 533 in the preceding year. The sums totalling £8,744 10s. 2d.; or an increase of £809 4s. 6d. over the previous year's figure. Our list of weekly allowances grows very rapidly—at the present time we have 195 such cases on the books, entailing an expenditure at the rate of £7,615 8s. per annum.

The Management Committee are determined to secure an invested balance of £100,000 for the Benevolent and Orphan Fund at the earliest possible moment;

at the present time the investments amount to about one half of this amount. There is, therefore, plenty of work yet to be done by branches before the object can be attained, particularly when the increasing commitments of the fund are considered.

Public Assistance Officers have been welcomed as members of N.A.L.G.O. and it was very gratifying at the Conference to hear Mr. Roberts (Liverpool) acknowledge on behalf of the residential officers in Public Assistance departments the valuable work which Nalgo had already done for such officers. I understand that the residential officers have been in the habit of organising dances, etc., in aid of the N.P.L.O.A. Benevolent and Orphan Fund with very satisfactory results. May I ask them to continue these efforts for the Nalgo Benevolent and Orphan Fund?

I shall be greatly obliged if honorary secretaries of district committees and branches will arrange for this letter to be considered at their next meetings. Very valuable work is rendered to Nalgo by voluntary officers and I issue this appeal believing that it will not fall on deaf ears.

Yours truly,
H. S. NEWTON.

Chairman of the Management Committee
of the B. and O. Fund.

Education Office,
Sheffield.

August, 1931.

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STUDENTS' NOTES

SINCE the publication of the July number of LOCAL GOVERNMENT SERVICE the results of the examinations of the National Association of Local Government Officers and those of the Association of Rating and Valuation Officers have been announced.

In the Nalgo examination there were 166 candidates—120 for the Preliminary examination, thirty-nine for the Intermediate, and seven for the Final examination. Of these thirty-six, sixteen and six respectively passed. Under the special powers which the Assessing Panel has to "refer" candidates who show weakness in one or two subjects but reasonable strength in the remaining subjects, eighteen candidates were "referred" in the Preliminary examination, sixteen in the Intermediate and one in the Final examination. The Association's First Prize of 12 guineas has been awarded to Mr. T. W. Jones, of the Town Clerk's Department, Bristol. The Second Prize of 6 guineas was won by Mr. H. M. Clark (City Surveyor and Waterworks Engineer's Department, Gloucester), and the Third Prize of 3 guineas by Mr. Claude Gordon (Town Clerk's Department, Eastbourne).

The number of candidates taking these examinations shows a promising improvement, but there is room for considerable further extension.

The Nalgo examinations are suitable for the clerical and administrative officers in every department of a local authority. Nalgo has stressed the fact that officers must take their professional qualification where there is such a group of examinations applicable to their particular work in the department, but if there is no suitable group of examinations held by a recognised professional association, then officers should take the Nalgo examinations and will then obtain the qualification certifying their fitness in subjects of extreme use to Local Government Officials.

RATING AND VALUATION OFFICERS

Of the candidates who took the Intermediate and Final A.R.V.O. examinations, seventy-seven passed the Intermediate and thirty passed the Final examination. Honours were awarded to ten candidates in the Intermediate examination and to two candidates in the Final examination.

Only a few years ago the A.R.V.O. re-organised itself into an association with similar aims to those of the Institute of Municipal Treasurers and Accountants. No officer can become a member of the A.R.V.O. unless he passes the examination and shows himself to be suitably qualified. This places the A.R.V.O. on a professional standing and it has further consolidated its position by the organisation of virile and active students' societies in several areas throughout the United Kingdom.

The General Secretary reports that the sum of £4 12s. has been donated by Mr. F. V. Merriman, M.A., Director of Education for Reading. This sum represents the fees paid to him as examiner in the Nalgo Final Examinations in January and May, 1931.

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LONDON.—Cumberland House, 51 and 53 Earl's Court Square, S.W. 1, is the recognised rendezvous for L.G.O.'s; pleasantly situated; good locality; hot and cold running water; permanence full board 21 gns.; bed and breakfast 16, 1d. Write for tariff.

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SOLUTIONS

CHESS

SOLUTION TO PROBLEM No. 8

Key, B. B. 1
1, P x Kt; 2, R-R2, R x R; 3, Q-Kt8, mate.
If 1, P x Kt; 1, Q-K5, K x Kt; 3, R-B3, mate.

Comment.—The problem lacks variety, but what play there is must be considered clever; there is a nice pin in the second variation.

SOLUTION TO PROBLEM No. 8a

Key, Q-Q sq.
If 1, P-B3; 2, Q-R5, mate. If 1, P-Q3,

Q-R4, mate. If 1, either Kt moves; 2, Kt moves.

Comment.—Light and pleasing position, characteristic of the work of the distinguished American composer; the mates are all pure, but without any element of difficulty.

SOLUTION TO END GAME No. 8

WHITE

1. K-B3 K-K1 sq

2. K-K4 K-B8 sq

3. K-Q5 P-Kt3

4. P x P K-K12

5. K-B6 K x P

6. K-Q7 K-B3

7. P-R5 K-Kt4

8. K x P K-K sq

If 3. K-B6 K-Q sq

4. K-B5 P-R4 sq

5. K-K7 P-R4

6. K-K10 K-K sq

7. K-B8 K-B sq

8. K-Q7 K-B sq

CROSSWORD

SOLUTION : JULY PUZZLE No. 6

Across.—1. Legerdemain. 9. Pome. 10. Blue.

12. Sabalo. 13. Adults. 14. Afar. 15. Damp.

17. Tusk. 18. Massa (Massa's in de cold cold ground—the song). 20. Mumbo (Jumbie).

21. Bream. 24. Ait (Consider her ways and be wise). 25. Bye. 26. Doubt. 29. Spahi (Aplus).

31. Harms(worth). 34. Serf (Refs.). 37. Sack.

38. Udal (Laud). 40. Truant. 41. Gallus.

42. Sist (Sister). 43. Nemo (Omen). 44. Cheval-

glas.

Down.—1. Loaf (Foal). 3. Gear (Rape).

4. Rhoda (Hoard). 5. Exams. 6. Abut. 8. Nuts (Stun). 9. Psalmologists. 11. Eskimo igloo.

16. Asa. 18. Month. 19. Abyss. 21. Bab (The Bab-ballads—"Etiquette"). 23. Rep(air). 27. Uprush. 28. Ure. 30. Addles (Saddle). 32. Astra (Per ardua ad astra). 33. Magog (One of the two wooden figures in the Guildhall, London).

35. Eric. 36. Fate (Feat). 38. Ulna (Luna).

39. Aims.

CRICKET

On Saturday, July 11, the City of Worcester Branch of the N.A.L.G.O. (Corporation Officials) beat the Gloucester Municipal Officers' Cricket Club by 39 runs. Hacking, for Worcester, bowled well, taking six wickets for 18 runs. Scores: Worcester; Hacking 30, Roy 34, Constance 2, Bevan 0, Webb 0, Gould 2, Farley 6, Bryant 7, Ricketts 5, Hartwright 1, extras 3; total 90. Gloucester: Walker 0, Powell 1, Davies 3, Smith 0, Cobb 2, Townsend 5, Harmon 3, Humpherson 17, Alder 6, Dunn 7, Jones 0, extras 7; total 51.

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GARDENING NOTES

By WALTER P. WRIGHT

Author of *Everyman's Encyclopaedia of Gardening, Scientific and Practical Gardening*, etc.

THE principal gardening problem of August is maintaining, and even, if possible, enhancing the beauty and productiveness of the garden in face of such obstacles as wear and tear of earlyowering or bearing, possible heat and drought, and—holidays. Writing in advance, I can only speculate on the July weather, but with the month hot and dry, gardens are apt to go off in August. Flowering, and particularly seeding, weakens plants; lawns lose their freshness; insects and fungi do cumulative damage, beds become dingy and borders angled. What can be done to counteract diverse influences? It would be easy to dismiss the matter in a sentence by recommending copious supplies of water, frequent drenchings of liquid manure, and ample mulchings. But are the necessary materials always available? I fear not.

* * *

A verdant lawn never gives greater pleasure than in July, so let us first consider a few points about the grass, which tended to coarseness following the wet weather of spring and early summer, but may now be showing the effects of hot and dry July weather. If it is becoming bare and brown, remember that a dressing of lawn fertiliser after the first heavy shower will help it. The use of mechanical sprinkler as a substitute for rain, with the concomitant of an additional water rate, is beyond the means of many people, who must trust mainly to weather, but can always command a supply of fertiliser. Then it may be wise to adjust the mower for higher cutting—a point many never think of, leaving the bolts and screws of the roller support untouched year after year. Brownness due to over-close cutting during drought is bad, brownness due to non-use of the grass-box is not; in the latter case the cuttings serve as a mulch. Provided there are no weed flowers present in the grass, the box may be therefore dispensed with.

* * *

As to the flower-beds and borders, certainly the first item is prevention of seeding by gathering, for use in the house, or merely clipping away, every flower before it has time to exercise its natural function of maternity. Next comes timely staking. Adequately supported plants maintain their freshness better than dishevelled, floppy ones. Regular and thorough hoeing serves a purpose, too. Although daily watering and frequent liquid-manuring are impossible in many cases, one can rake away the dry top soil once a week, give a liberal watering, and

then replace the top soil to serve as a mulch. Each of these things counts for something; collectively they make a world of difference to the garden.

* * *

I hope my readers are taking a special interest in irises, which, with perennial lupins of the famous Downer and Harkness strains, now constitute the chief garden glories of early summer. I mention irises now because they make new roots at this time of year and consequently "move" well, although full of green foliage. Moreover, they may be cut up to increase the stock, the clumps of rhizomes being divided with a sharp tool. From force of circumstances, some of my irises were shifted twice within eighteen months, yet flowered gloriously this year. Do not cover the rhizomes deeply when replanting or they may rot. As to lupins, which have been grand this year, there is still just time for an outdoor sowing, but let there be no delay. Cuttings of that invaluable plant, the double white arabis, could also be tried in sandy soil in a cool spot. Use the young shoots, strip the leaves from the lower part and insert the stem 2 in. deep.

* * *

BRIEF MEMS

FLOWERS.—Roses will benefit by such timely attentions as soakings of liquid manure, regular gathering of flowers not essential for maintaining the brightness of the garden, and suppression of the insects and fungi mentioned last month. Many varieties bloom almost continuously throughout the summer when so cared for. Budding was referred to in July, but it is generally done in August, and those who have briars may now slit the bark and slip the buds in after carefully removing the pith without displacing the germ. Sweet peas should also be giving ample supplies of flowers. They will need more liquid sustenance, more mulching, and more continuous gathering of the flowers while young on light than on heavy soils, particularly if the August rainfall should be light. Gladioli should be at their best, and these again should be cut young. Staking and tying are desirable, especially in exposed gardens. Coltness dahlias should be in the full flush of summer beauty and larger types coming to their best. Look to the stakes and ties of the tall plants, for the masses of foliage will now be heavy. Trap earwigs regularly. Should hollyhocks show signs of disease they could be sprayed with Bordeaux mixture if desired.

Early chrysanthemums and pentstemons are two grand August plants for which staking should be considered in exposed places. Bedding plants generally should now be in full beauty, to some extent at least making up for the fading of such early herbaceous flowers as peonies and delphiniums, the old flower stems of which should be removed. Give due attention to biennials and perennials such as wallflowers, sweet williams, Canterbury bells, foxgloves, forget-me-nots, germs, lupins, hollyhocks, pentstemons, pansies, etc., which were sown in June and July, never letting them suffer from crowding in the seed rows. Take chrysanthemum buds, as described last month. Pot early bulbs, such as freesias, narcissi, and Roman hyacinths. Sow

schizanthus (butterfly flower) in a frame for the spring greenhouse. Strike cuttings of zonal geraniums if wanted for bedding next year. Cyclamens may be sown for flowering in the greenhouse next summer.

FRUIT.—Summer pruning of apples and pears may be done if desired, and is generally beneficial. Shorten the young shoots to about 6 in. from the base, but leave the main branches intact. There is no gain in summer-pruning blackcurrants, but any old branches which can be spared through not supporting important young wood may be cut out any time. Discoloured patches on the young shoots of gooseberries suggest American mildew, and infested tips should be cut out and burned forthwith. Raspberry canes which have borne fruit may be cut out. If strawberries have been propagated from early runners as suggested previously, the late runners may be cut away, as they will not be needed.

Some of the earlier varieties of apples and pears may be gathered if the fruits leave the trees without twisting off, or much pressure on, the stalk. Grapes that are ripe or nearly so will need careful ventilation. The house may be closed, or very nearly so, about 4 p.m. (summer time) after damping all surfaces with the aid of the syringe. Net fig trees carrying ripening fruit. Remove fruited shoots of peaches and nectarines and trim in shoots for next year's crop.

VEGETABLES.—If liquid manure is available give asparagus beds an occasional soaking, to strengthen the plants for next year. Remove old broad beans and early peas promptly and after rain, dig and manure the ground to carry successive crops, such as celery and leeks. Pick dwarf kidney beans and runners regularly while the pods are young and give a soaking of water or liquid manure now and then. Sow cabbages for spring hearts. Pickling cabbages may also be sown. Sow lettuces and endive to stand the winter. Roccia or Tripoli onions may also be sown. Reduce by stages the foliage of fruiting tomatoes and stop the leading shoot. Plant winter greens of various kinds as fast as space becomes available through the removal of early crops.

Lift early and second-early potatoes. If the tops of later varieties become diseased, remove and burn them any time after the middle of the month, and draw earth up to the stumps, when they will be safe till a convenient time arrives for lifting. Cucumbers in frames may be encouraged to make new fruiting shoots by cutting out old ones, topdressing with loamy soil, and giving water or liquid manure. Turnips may be sown for autumn use.

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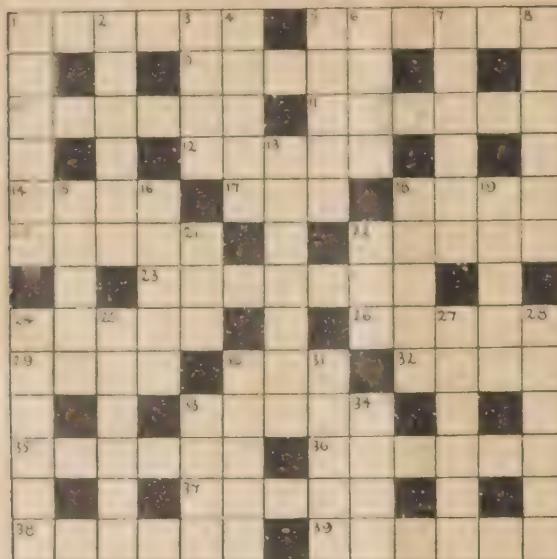
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GALLANTRY HONOURED

Mr. G. D. Horsman, Bath Superintendent and Chief Officer of the Castleford Fire Brigade, who was decorated with the King's Police Medal for gallantry on the occasion of the disastrous explosion last July, is a member of the Castleford Branch of N.A.L.G.O.

OUR CROSS-WORD PUZZLE

No. 7



CLUES, ACROSS

1. The greater part of this dog can fly.
 5. And the greater part of this god can flower.
 9. Perform.
 10. Split a leguminous seed and you will find a doctor in the centre.
 11. An expert in flavours will give you treats.
 12. A tramp who is comparatively a fish.
 14. Archbishop to whom you can give praise.
 17. This back is a check to progress.
 18. An opportunity.
 20. Greet this bird almost with remorse.
 22. My hen here appears to be a marital god.

23. Not a pip (Anag.)
 24. This soil will produce posy for you.
 26. They can break up earth or water.
 29. Unravel this tape and then you can burn it.
 30. A tree which may be a witch.
 31. Someone made a song about this rose.
 33. I will dedicate my book to my dear son Seth (Anag.).
 35. This book has no pages.
 36. Be sure of your point if you want to make use of this.
 37. In these days of taxation they will surely bring you cares.
 38. Here you will end in wrong if you gain by compulsion.
 39. In this division of the house metal appears to have got into a pen.

CLUES, DOWN

1. "Fire burn and cauldron . . ."
 2. Our arm should provide a defensive dress.
 3. A kind of frog.
 4. A sinner is not quite all there in this Irish Town.
 5. A musical composition.
 6. Sailors and rodents may both be seen in this film celebrity.
 7. Redress.
 8. A shelter which attracts many aspirants.
 13. Here you may find one across.
 15. Concur.
 16. Storehouse.
 18. Favourite holiday resort in Austria.
 19. Well-known law-givers.
 21. A trifle may give you a clue.
 22. This lock is a deadly poison.
 24. Don't throw this up.
 25. Tan pet (Anag.).
 27. This soldier carries his own weapon.
 28. Resembling a stem, though it sounds like a crane.
 30. Upright.
 31. Is silent and dispirited.
 33. There is a large cat in the gardener's shed (hidden).

MOVEMENTS OF MEMBERS

Mr. P. Porteous, Bath, was presented with a handsome combined writing desk and bookcase on his departure to take up a new appointment at Cambridge.

Mr. R. J. Miller, of the Leicester C.C. staff, has been appointed Sanitary Inspector at Northampton.

Mr. Harry Atkins, Swansea, has secured a post in the City Accountant's Department, Peterborough.

The Sunderland Branch lose Mr. W. Bowman, who has been appointed Senior Assistant Librarian at Middlesbrough.

From Doncaster, Mr. Hotley has taken up a post under the Conisborough U.D.C.

Mr. J. Varley and Mr. A. Kingsbury, of Todmorden, have secured new posts under the Crewe T.C., and the Bucks C.C. respectively.

West Bromwich, in appointing a new deputy Borough Treasurer, has selected Mr. W. Steel, formerly of Middlesbrough.

Formerly of Stockton, Mr. F. Wilson has been appointed Chief Draughtsman under the Gas Committee of the Burnley T.C.

Mr. W. T. Williams, formerly of West Hartlepool, is now appointed under the Rochdale authority.

Mr. C. C. Glover, a member of the Rothwell and Ardsley Branch, is appointed Surveyor under the Thurnscoe Council.

The Education Department of the Surrey C.C. has appointed Mr. W. Harrold, Wakefield, to fill a vacancy.

Croydon's new Chief Electrical Engineer, Mr. F. N. Rendell-Baker, was formerly a member of the Halifax Branch.

Mr. John Johnson, of the Borough Engineer's and Surveyor's Department, goes to Runcorn U.D.C. as Assistant Surveyor.

Mr. S. F. King, M.A., Bath, has taken up his appointment as Senior Assistant Solicitor to the West Riding County Council. Mr. Cumpsty, Assistant Solicitor to the Swindon Corporation, who has been appointed to fill the vacancy at Bath caused by Mr. King's departure, commenced his duties on July 27.

Formerly at Todmorden, Mr. J. Varley has been appointed at Crewe.

The West Hartlepool Branch loses Mr. W. S. Williams, who has joined the staff of the Health Department, Rochdale.

From Stockton, Mr. F. Wilson has gone to Burnley as City Draughtsman in the Gas Department.

Mr. Joseph Crossland, of the Treasurer's Department, Accrington, commenced his new duties as Internal Audit Clerk under the Lytham-St. Annes Corporation, on July 6.

J. Matthews, Somerset, Assistant in Surveyor's Department, under the W. Sussex Council, from June, 1931; W. A. Young, Widnes and District Sanitary Inspector, Woking U.D.C., June 1, 1931.

Mr. R. L. Swarbrick, Superintendent of Blackpool Baths, is retiring on account of ill-health. To the vacancy thus caused there has been appointed Mr. J. H. Hollingworth, a member of Sutton and Cheam Branch.

Mr. John Gerrard, a member of the Blackburn Branch, has been appointed Chief Superintendent of the Corporation's bathing establishments.

Mr. E. W. Bushell leaves Chester City for Bebington, where he has been appointed district Sanitary Inspector.

Warrington T.C. has appointed Mr. N. W. Payne (Lytham St. Annes) as Internal Auditor.

Mr. H. Caldwell, of Eastbourne, has been appointed Assistant Solicitor at Southport.

Other appointments and transfers in the North-western District include: Mr. A. Cornwell, Cornwall C.C., to Denbigh C.C.; Mr. P. H. Lawton, Bootle, to Wigan as Inspector of Weights and Measures; Mr. T. Lonsdale, Bury, to E. Sussex C.C. as Superintendent Relieving Officer; Mr. C. Haggis, Chester City, to Stockport as Assistant Master; Miss A. Rigby, Gloucester City, to Clitheroe as Health Visitor.

Recent transfers in the South-western District include the following: G. A. Rattue, Surrey, to Bournemouth B.C.; T. G. Powell, Surrey, to W. Sussex C.C.; W. W. Haytor, Surrey, to W. Sussex C.C.; J. Ashworth, Cornwall C.C., to Warwick C.C.; A. Cornwell, Cornwall C.C., to Denbigh C.C.; H. Caldwell, Eastbourne, to Southport; Miss E. M. Williams, Cornwall C.C., to Surrey C.C.; H. Sargent Moon, Epping Forest, to Bridgewater B.C.

THE GAME OF CHESS

By ANSELMO LOPEZ

"During the era of the Crusades chess was a social diversion in all the castles of Christendom, and was regarded a prerogative of the feudal aristocracy—so much so, indeed, that a knowledge of the game was accepted as sufficient proof of noble birth!"—Morning Post.

PROBLEM No. 8 (by G. Shories)

Black—6 pieces



White—6 pieces

White to move and mate in three moves

CABLE MATCH

The Insull Trophy, won outright by London in the last Cable Match, London v. Philadelphia, is to be replaced by another trophy, the gift of the generous American whose name it bears. The match will cover a wider field henceforth, any European nation maintaining diplomatic relations with the U.S.A. being entitled to take part. Mr. Insull is donating £60 a year, for three years, towards the expenses of the competing teams. The regulations and details are yet to be fixed.

CHESS IN RUSSIA

Russia was always a great chess-playing country. It has produced many great masters, the brilliant Tschigorin of the last century amongst them and the present world-champion Alekhine and the big international masters Bogoljubow and Znosko-Borowsky. The latest news is of a championship tourney in Leningrad in which no fewer than eighteen players took part, amongst them being L. Kubbel, a world-famed problemist, who came out fifth at the close of the tourney. The winner bears the name of Botvinnik, and his score was 14 points. His nearest competitor was Romanovsky, with 11½ points.

WORLD CHAMPIONSHIP

Dr. Alekhine's reply to Señor Capablanca's demand for an early return match is not of a character to raise hopes of an early meeting of the two giants over the board. The Chess correspondent of *The Times*, who has had from Capa a copy of the reply, refers as follows to the situation: "Dr. Alekhine entirely ignores the practical point in Señor Capablanca's last letter—the question of fixing a date for the match in agreement with the providers of the purse. . . . Until a different spirit characterises the negotiations I see no prospect of the match being played, and I feel that no useful purpose can be served by any further addition to this record of disagreement."

SPIELMANN'S FINE GAME

The famous Austrian master, Rudolph Spielmann, achieved the following fine win in a recent match:—

Q's Gambit Declined.

WHITE

SPIELMANN

1. P—Q4

2. P—Q4

3. Kt—KB3

4. Kt—B3

5. P—QR4

6. P—K3

7. B x P

BLACK

PIRC

P—Q4

P—QB3

Kt—R3

P x P

B—B4

Kt—R3

QKt—Kt5

WHITE
SPIELMAN

8. Castles

9. Q—K2

10. Kt—K5!

11. Kt x KBP!

12. Q—B2

13. Kt x Kt

14. K x B

15. K—Kt1

16. Q—Kt3

17. B—Q2!

18. B—B3

19. KR—B1

20. B—Q2

21. P—B3

22. Q x O

23. Q—K4

24. P x Kt

25. B—B1

BLACK
PIRC

P—K3

Kt—K5

B—Q3

K x Kt

P—KKt3

B x Pch

Q—R5ch

Q x Kt

KR—K1

Q—B7

Kt—Q4

Q—K5

P—KKt4

Q—R5

P x Q

B—Kt3

KP x P

Resigns

BRIEF BRILLIANCIES: No. 8
QP opening.

WHITE

1. P—Q4

2. Kt—KB3

3. B—Kt5

4. P—K3

5. B—Q3

6. P—B3

7. QKt—Q2

8. Castles

9. P x P

10. P—QKt4

11. P—K5

12. Kt—B3

13. OKt—B3

14. Q—R4

15. Q—R4

16. B x P1

17. Q—Kt3ch

18. Q x Ktch

19. Q—KB4

BLACK

Kt—KB3

P—K3

P—B4

Kt—B3

P—Q4

B—Q3

B—Q2

Kt—Q4

Q—B5

Castles (KR)

P—OKt3

P—KR3

P x B

Kt—R1

Resigns

Won by Richter, in the recent German championship tournament.

END GAME No. 8

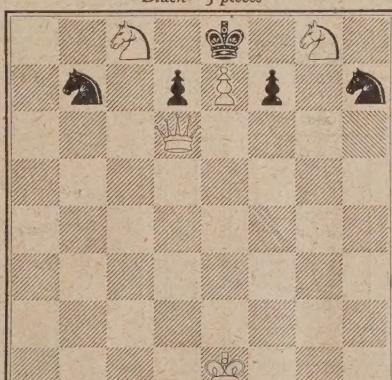
White (4 pieces)—K on KKt4, Pawns on KR4, KB5, K6.

Black (4 pieces)—K on KR2, Pawns on KR3, KKT2, K2.

White to play and win.

PROBLEM No. 8A (by W. Shinkman)

Black—5 pieces



White—5 pieces

White to move and mate in two moves

Solutions will be found on page 232.

and advanced basis than is frequently considered advisable, and the important point should be borne in mind that the opposition must obtain five tricks to save game against a bid of No Trumps as against four in the case of a Major suit. Against this advantage must be set the risk of the opponents establishing quickly a long Minor suit, and any experienced player at Love score sitting on the left of the Declarer at No Trump will not bid a Minor suit except under special circumstances, but will "sit tight" in the expectancy of readily saving game and avoiding a switch into a more profitable declaration.

AUCTION BRIDGE

By NEVILLE HOBSON

IT is proposed to continue consideration of the main principles of bidding as accepted by the leading clubs in England and America. In the July issue the position in regard to Minor suits was dealt with, and the rules applicable to Major suits and No Trumps will now be reviewed.

It is generally agreed that the probability of a game in a good Major suit is greater than in the case of an uncertain No Trump, even though three suits are well covered and the remaining suit has some card of value. It is, indeed, the weak suit of the declarer which is usually led and which may quickly be established and save game.

Questions two and three in the recent competition called for the correct bid of South at Love score, holding alternatively:—

(a) S. A, x, x, x. H. A, x, x. D. J, x.
C. x, x, x.

(b) S. A, K, x, x, x. H. J, x. D. x, x. C. x,
x, x, x.

the respective answers being (a) No Bid; (b) One Spade.

It has been well said that "Major suits invite support—Minor suits offer it," so that Diamonds or Clubs may be bid on less strength and length than that prescribed for a Major call. The bidding of a Spade or Heart will normally be left in by one's partner if it can be directly supported, so that it is necessary it should have sufficient strength to justify a reasonable expectancy of obtaining seven tricks in conjunction with an average holding on the part of one's partner.

In the first of these two hands four Spades are held and the hand only possesses two quick tricks, and it is now generally understood that, in order to bid a Major suit, there should be at least five, headed by the A, K, or Q, or four with A, K, Q, or A, K, J, 10. If, however, there are five Spades, headed only by the Q, 10, one Spade can reasonably be bid if two outside quick tricks are held; and the same outside holding is desirable if a Major suit is to be bid, when holding only K, Q. It should be emphasised that these principles apply only to an initial bid, and do not necessarily operate in the case of subsequent declarations, in which case less strength is required to justify bidding.

If, for example, East had bid One Heart and South held A, K to four Spades and nothing more, there is justification for bidding One Spade, though this is, of course, an absolute minimum and fraught with risks which should not be taken by any but an experienced player.

NO TRUMPS

In the May competition there appeared the following problem:—At Love score, what should South, as dealer, bid on the following hand: S. x, x, x. H. A, x, x. D. A, x, x. C. K, Q, x, x. Answer: 1 No Trump (or 1 Club). This is a slight modification of the three Ace hand, and contains little or nothing apart from the equivalent of three Aces.

On similar reasoning to that applied in the last issue to a bid of One Club or One Diamond on two quick tricks, a bid of One No Trump can be made on such a hand as this, as it contains three quick tricks and three suits absolutely guarded.

It may be stated that No Trumps may be bid on a hand which is of the value of a Queen above the average, provided that three suits are stopped (though a sound Major suit bid is preferable to an uncertain No Trump).

(The Robertson rule, which calls for an aggregate of 19 points, values the honours for this purpose as follows: A = 7; Guarded K = 5; Guarded Q = 3; Guarded J = 1.)

As a general rule, three suits should be guarded, but this is now departed from by many sound players when holding a long and very strong Minor suit with an outside Ace, as the bidder of any hand is entitled to expect a normal distribution among the thirteen cards held by his partner, who will support the No Trump, if an adverse suit is bid in which he is adequately protected.

Many American writers advocate the bidding of a Major suit (even on 4) in preference to an immediate No Trump, but this system entails the bidding of suits by one's partner on a more forward

(Continued at foot of previous column)

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